

1	QUESTION	SSAC	GAC	RfSG	NCSG	BC	GNSO
	<p>What relative importance does your SOAC/Group give to these seven dimensions of diversity?</p>	<p>In its discussions on the topic of Diversity, the SSAC has concluded that all of the dimensions of diversity identified by the CWG 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 system". In the following chart, the SSAC defines its terminology as follows:</p> <p><b>Primary Importance:</b> Elements of diversity that are of greatest relevance to the SSAC role and that are to be considered before any other elements. <b>Secondary Importance:</b> 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. <b>A, B, C, D, E:</b> ICANN's Strategic Pillars. Elements of diversity that are of little relevance to the SSAC role and that are unlikely to be taken into account. <b>F, G</b></p>	<p>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 to the government/organization. With respect to ensuring 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 no account various diversity aspects including geographic diversity and the need for particular expertise). Yet when GAC nominees members to other bodies within ICANN, special attention is given to A, B, C, D, E. (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, D, E. (i.e. diversity in Geographic/regional representation and gender). The GAC attaches great value to regional diversity. In the context of our own meetings, representation in 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 recognized 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.</p>	<p>The Registrar Stakeholder Group ("RSG") supports the need for diverse representation with the ICANN community. That said, membership within the RfSG is limited to ICANN-accredited registrars. As a result, the RfSG'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 to gender, age, physical disability, and diversity of skills to the extent those issues are represented within its member registrars.</p>	<p>Fostering diversity is incredibly important to the NCSG. We have recognized diversity in all aspects of our work, and seek to create unique experiences for all of our members that take into account all NCSG's expectations, perspectives, and skills. We are also very reflective and regularly seek to do outreach with our members and organizations as members. In membership meetings and organizational as members, membership reflects a diverse of diverse backgrounds, experience, interests and work experience.</p>	<p>The Business Constituency (BC) strongly supports the need to increase diverse representation within the ICANN Community. The above, non-exhaustive list of elements of diversity cover areas that the BC believes is important in building an inclusive Community with a varied range of perspectives, cultural influences, skills, viewpoints and backgrounds. Specifically, of the seven dimensions of diversity, the BC is mostly concerned about geographic / regional representation, gender and skills diversity. Though its primary language of business is English, yet a number of members are multi-lingual and do meet such needs especially in ICANN's Newsletter translation to French, Spanish and Portuguese.</p>	<p>See an overview of how the GNSO is structured</p>
	<p>What, if any, additional dimensions of diversity are important to your SOAC/Group?</p>	<p>Career background (eg public service, private sector, academia, law enforcement)</p>	<p>Inclusive participation. Diversity in views. Developing, developed, underdeveloped, considering all different aspects like infrastructure, capacity, access, among others.</p>	<p>Varying Business Models: The registrar community represents a variety of registrar business models (e.g. wholesale registrar, retail registrar, and brand protection registrar, vertically integrated registrar/registrar including brand and TLD) which may lead to a diversity of views or approaches to hosting a regulated and ICANN policy development. Varying resources: Registrar's business vary in size and personnel resources. This may impact a registrar's bandwidth to contribute to the ICANN community through CWG Policy Development Process (PDP) working groups, Implementation Review Teams (IRT), and other ad-hoc or volunteer positions in the community. At times, the RfSG has faced challenges with members' capacity to engage in selected positions as well as the multiple of PDP, IRT, and other volunteer work.</p>	<p>We consider several orientation to be a form of diversity, and one which the ICANN community as a whole needs to do better job of respecting. Binary, for those from the least developed countries, we need more representation from those in less urban, more rural communities. Since the NCSG accepts individuals and organizations as members, its membership reflects a diverse of diverse backgrounds, experience, interests and work experience.</p>	<p><b>Varying Types of Businesses:</b> The Business Constituency (BC) represents the voice of commercial internet users within ICANN. The Business Constituency's membership represents all business and commercial users of the Internet including a variety of different business models such as e-commerce providers, e-retailers. The Business Constituency recognizes that the Internet impacts all business users, and strives to include and represent a diversity of viewpoints on the many ICANN issues in which we actively engage. <b>Varying Size of Businesses:</b> The Business Constituency's members vary in size, revenues, and resources. A high emphasis is placed on making sure all members have an equal opportunity to contribute to our work, to actively participate, and to ensure that their concerns are heard and addressed on key issues. We continue to reach out and grow business participation within the ICANN Community at all levels. In this regard, BC is specifically interested in early use as a form of diversity dimension with respect to small and large companies/diversity. <b>Varying Members:</b> Because the Business Constituency enjoys a variety of business types, we believe it is important that the ICANN Community remain inclusive of divergent viewpoints. This diversity of views fosters growth among ICANN as a whole, and we actively seek businesses from very different developed and developing nations.</p>	
	<p>How, if at all, does your SOAC/Group measure and track diversity related to its work?</p>	<p>The SSAC's main focus is on measuring the aspect of diversity that of primary importance to its role, namely Diverse Skills. This element is measured to a number of ways: a. The SSAC maintains a Skills Survey (profile 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</p>	<p>This question needs to be rephrased. Apart from information about attendance GAC does not measure these elements.</p>	<p>The RfSG does not measure or track diversity issues within its work.</p>	<p>The NCSG monitors diversity issues at the stakeholder group and constituency level, because of the varied and different memberships that exist across. The NCSG includes geographical and diversity diversity requirements on its charter for leadership positions. For example NCSG charter provision for the representation of NCSG to GNSO council (8 councilors) require no more than 2 councilors from the same geographic region and no fewer than 2 councilors of any gender. Membership lists are public and accessible (listed with the member's country of residence). The NCSG takes diversity very seriously, and has an outreach committee tasked with systematically identifying those members who are less engaged in our work by its constituency only. The NCSG also has a mentorship programme which aims to uplift members who may be less engaged in our work by its constituency only. We have members in leadership roles who take a keen interest in mentoring regional diversity, and conduct our outreach events and webinars in multiple languages. Diversity of regional representation at NCSG is to be always and is incorporated in the constituencies' bylaws to have a regionally diverse Executive Committee. We also ensure a diverse member from each region as defined by ICANN.</p>	<p>The BC divides its own funds (US\$4.216 between FY14-FY17) to assist in support from ICANN org to grow its membership diversity across geographic areas and business size through various outreach engagement activities. Since 2014, we have continued to track and measure our performance in this area and the result is impressive - diversity improvement from 22% in 2014 to 37% in 2017 in the above categories.</p>	
	<p>How, if at all, does your SOAC/Group seek to promote diversity in its membership, its active participation, and its leadership?</p>	<p>The SSAC is a small group whose members have technical and non-technical expertise relevant to its role (Diverse Skills). Typically, the SSAC has members between 20 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 at other fora within ICANN. Such leadership or representation is usually done on an individual 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 vast interest 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 either 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 staff, but even more, it is dependent on the availability and willingness of members to step in to</p>	<p>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-Chair should appropriately reflect the geographic and development diversity of the membership</p>	<p>Geographical/Regional Representation: While the RfSG supports the need for diversity in its membership, its 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 RfSG membership reflects that, with only a few members from LAC and 3 from AF. Since ICANN24, the RfSG has worked with the ICANN registrar bodies for the AF region to perform outreach to non-member registrars. At ICANN25, the RfSG and ICANN hosted a welcome lunch for non-member registrars from China and another for non-member registrars from India. The purpose of these lunches was to provide information on current questions about the RfSG and participation within the ICANN community. The RfSG 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 non-member members from China, the RfSG worked with ICANN to provide Chinese translation services during its constituency day meetings beginning at ICANN23. In addition, the RfSG Charter has been translated into Chinese. The RfSG will continue to work with ICANN to improve translation services to try to better meet the needs of its members.</p>	<p>Our leaders make every effort to increase participation from members in geographic regions and continents (both urban and rural) that are otherwise under-represented in our community. We also seek to have, where achieved, gender parity in leadership roles. Additionally, the need diversity of age creates a stable balance rich with experience and maturity. We have also a diversity of viewpoints with members from across the ideological spectrum.</p>	<p>The Business Constituency considers diversity to be a priority when recruiting members, leadership, to today, we represent the voice of commercial internet users within ICANN. The Business Constituency's membership represents all business and commercial users of the Internet including a variety of different business models such as e-commerce providers, e-retailers. The Business Constituency recognizes that the Internet impacts all business users, and strives to include and represent a diversity of viewpoints on the many ICANN issues in which we actively engage. <b>Varying Size of Businesses:</b> The Business Constituency's members vary in size, revenues, and resources. A high emphasis is placed on making sure all members have an equal opportunity to contribute to our work, to actively participate, and to ensure that their concerns are heard and addressed on key issues. We continue to reach out and grow business participation within the ICANN Community at all levels. In this regard, BC is specifically interested in early use as a form of diversity dimension with respect to small and large companies/diversity. <b>Varying Members:</b> Because the Business Constituency enjoys a variety of business types, we believe it is important that the ICANN Community remain inclusive of divergent viewpoints. This diversity of views fosters growth among ICANN as a whole, and we actively seek businesses from very different developed and developing nations.</p>	
	<p>What, if any, educational and informational initiatives does your SOAC/Group pursue to promote diversity awareness?</p>	<p>The SSAC does not have any formal educational initiatives related to diversity, but does conduct a Diversity Brainstorming Session during the 2015 SSAC Working-up agreed to set of outcomes which are reflected in the previous answers.</p>	<p>Outreach activities. FLOM (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</p>	<p>Apart from the above, the RfSG implemented a travel budget 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.</p>	<p>We do our utmost and engagement at the constituency level for the most part, but where there are mutual benefits we do it at the Stakeholder Group level as well. We create relations for diversity in our community networking events on our mailing list, and our members have both participated in events seeking to boost community diversity and have conducted recruitment sessions at those events to bring new voices into our community. The NCSG has its own travel support programme which is distinct from the ICANN leadership programme and made possible by several donors. This allows the NCSG to bring new voices to ICANN meetings.</p>	<p>Translation: The Business Constituency has made resources available to support the translation of key documents to assist in engaging members who are not native English speakers. Newcomer Education: The Business Constituency understands that the learning curve when joining the ICANN Community can be steep, and in order to help educate new members on the breadth and complexity of the issues that we engage on, we have worked closely with new members to help to mentor them and equip them to be active participants. Several of our new members have moved on to become active leaders on our Executive Committee. IC Newsletter: The Business Constituency also publishes a newsletter to coincide with every ICANN Public Meeting aimed at educating a broad range of our current and potential new members. Most of the BC's activities is a pamphlet providing information about its diverse membership to illustrate its appeal as well qualified to be a member of the BC. IC FactSheet: This is an educational material to assist ICANN lobbyists to newcomers and as handy reference for existing members. Boasting webinars: The BC maintains a blog post to provide the latest information about its activities, membership, and policy positions. ICANN Business Briefings: The Business Constituency also coordinates closely with ICANN to participate in business briefings aimed at increasing diverse participation, particularly from developing and least developed nations. The Business Constituency through special budget request for leadership development provides travel support for diverse participants who may not otherwise be able to attend the global ICANN meetings. We also actively encourage diverse participants to apply for leadership positions and become otherwise engaged with the ICANN Community as a whole. In addition, the BC Charter</p>	
	<p>What, if any, formal or informal practices or written or unwritten policies are pursued in your SOAC/Group to promote diversity?</p>	<p>The SSAC Membership Committee follows an unwritten policy to promote diversity by taking into consideration diversity aspects of necessary 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 is committed to reviewing its existing Skills Survey to consider adding additional aspects of diversity.</p>	<p>Same as 4</p>	<p>The RfSG acknowledges that language barriers, cultural differences, and time zone issues remain a major challenge for some registrars to participate in the ICANN community, and it seeks to do what it can to address those issues to improve diversity of participation.</p>	<p>It is the practice of the NCSG to ensure diversity in our appointments to leadership roles. Roles teams, and in the allocation of resources, starting by encouraging a more diverse pool of candidates from across the globe. There are also unofficial thematic messaging channels conducted by members which is distinct from the ICANN leadership programme and made possible by several donors. This allows the NCSG to bring new voices to ICANN meetings.</p>	<p>It is imperative to bring new participants into the ICANN community in order to do the policy development and new work that confronts us. New participants will help relieve "volunteer burn-out" among those doing the work at ICANN today, and will strengthen ICANN's legitimacy across the world.</p>	
	<p>You are also welcome to append any additional general comments on the topic of diversity.</p>	<p>The SSAC supports the work of the CWG-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 difference between the various ICANN SOAC/Groups cannot be accommodated by a "one size fits all" approach and the SSAC encourages a flexible and flexible approach.</p>					