

EXECUTIVE SUMMARY

ICANN has since its incorporation in 1998 made an effort to ensure global diversity at various levels in its staff, community and board. Since its inception in 1998, ICANN Bylaws mandate diversity among ICANN board of directors and some of its constituent bodies to ensure inclusiveness and representation of the global Internet community.

This report presents a discussion of diversity at ICANN and identifies a number of diversity elements by which diversity may be characterized, measured and reported. It provides a summary of diversity provisions in the new ICANN Bylaws, and is informed by feedback from ICANN SO/AC/groups through a Diversity Questionnaire. Finally, it proposes a number of recommendations by which ICANN may define, measure, report, support and promote diversity.

In the context of the Diversity Questionnaire and throughout this report, 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

When recommendations in this report refer to ICANN, it means all of those entities included in SO/AC/groups.

RECOMMENDATIONS

Defining Diversity

Recommendation 1: SO/AC/groups agree that the following 7 key elements of diversity should be used as a common starting point for all diversity considerations within ICANN:

- Geographic/regional representation
- Language
- Gender
- Age
- Physical Disability
- Diverse Skills
- Stakeholder group or constituency

Commented [1]: Can we really say this about its staff in the first years of ICANN? Even now, I believe it is still US-centric.

Commented [2]: _Marked as resolved_

Commented [3]: _Re-opened_

Commented [4]: I understand the comment however the reality of staffing vs ICANN 1.0 is that efforts have been made and changes in the diversity accomplished over the long term - and these recommendations are about ensuring that this continues.

Commented [5]: Probably better to use the term Physical Abilities rather than Physical Disabilities IMO

Commented [6]: I think this is a very good suggestion.

Commented [7]: These two elements seem difficult to measure.

Commented [8]: well harder to measure - yes - but we did agree on these elements and it may be wise to stick with them - to a certain degree the actual measurement is an implementation problem - and even if a harder one may be one we leave for implementation

Commented [9]: These two elements seem difficult to measure.

Commented [10]: well harder to measure - yes - but we did agree on these elements and it may be wise to stick with them - to a certain degree the actual measurement is an implementation problem - and even if a harder one may be one we leave for implementation

Commented [11]: With Skills perhaps Skills and Experience or Relevant Experience

Commented [12]: Again excellent suggestion

Commented [13]: but we would need to fix everywhere if accepted.

Recommendation 2: Each SO/AC/group should identify which elements of diversity are [mandated in their Charters or ICANN Bylaws and any other elements that are](#) relevant and applicable to each of its levels including leadership ("[Diversity Criteria](#)") and publish the results of the exercise on their official web sites.

Commented [14]: I was intending that this be covered by the original wording but this works also.

Measuring and Promoting Diversity

Recommendation 3: Each SO/AC/~~G~~group, supported by ICANN staff, should undertake an initial assessment of their diversity for all of their structures including leadership based on their ~~defined diversity criteria~~ [Diversity Criteria](#) and publish the results on their official website.

Recommendation 4: Each SO/AC/group should use the information from their initial assessment to define and publish on their official website their [Diversity Criteria](#), ~~diversity~~ objectives and strategies for achieving these, as well as a timeline for doing so.

Recommendation 5: Each SO/AC/~~G~~group, supported by ICANN staff, should undertake an annual update of their diversity assessment against their ~~d~~[Diversity e](#)~~C~~riteria and objectives at all levels including leadership. They should publish the results on their official website and use this information to review and update their objectives, strategies and timelines.

Supporting Diversity

Recommendation 6: ICANN staff should provide support and tools for the SO/AC/groups to assist them in assessing their diversity in an appropriate manner. ICANN should also identify ~~S~~[S](#)taff or community resources that can assist SO/ACs or other components of the community with diversity [related](#) activities and strategies.

Recommendation 7: ICANN staff should develop and publish a process for dealing with diversity related complaints and issues.

Recommendation 8: ICANN staff should support the capture, analysis and communication of diversity information in the following ways:

- Create a Diversity section on the ICANN website.
- Gather and maintain all relevant diversity information in one place.
- Produce an Annual Diversity Report for ICANN based on all the annual information and provide a global analysis of trends [and recommendations for improvement, where appropriate](#). This should also include some form of reporting on diversity complaints.
- Include diversity information derived from the Annual Diversity Report in

Commented [15]: Good suggestion.

ICANN's Annual Report.

NEW SECTION TO REPLACE EXISTING RECOMMENDATIONS SECTION AT CONCLUSION OF MAIN REPORT

CONCLUSIONS AND RECOMMENDATIONS

Defining Diversity

13.1 This report offers a proposed common starting point for all diversity considerations within ICANN by identifying 7 key elements of diversity. Each SO/AC/Group within ICANN should define what diversity means to them individually, initially in terms of these elements. This can be reviewed and augmented over time but any revisions should always, as a minimum, include these elements.

Recommendation 1: SO/AC/groups agree that the following 7 key elements of diversity should be used as a common starting point for all diversity considerations within ICANN:

- Geographic/regional representation
- Language
- Gender
- Age
- Physical Disability
- Skills
- Stakeholder group or constituency

Recommendation 2: Each SO/AC/group should identify which elements of diversity are relevant and applicable to each of its levels including leadership and publish the results of the exercise on their official web sites.

Measuring and Promoting Diversity

13.2 Once identification of the key elements of diversity is completed, each SO/AC/group should perform an initial assessment of its diversity against their stated relevant elements for both participation and leadership. This information should then be used to formulate and publish on their official websites their

diversity objectives and strategies for achieving these, as well as a timeline for doing so.

13.3 Having established a baseline, each SO/AC/group should perform an annual update of their individual diversity assessment against their diversity criteria and objectives for both participation and leadership. They should use this information to review their objectives, strategies and timelines and publish this on their official website.

Recommendation 3: Each SO/AC/Group, supported by ICANN staff, should undertake an initial assessment of their diversity for all of their structures including leadership based on their defined diversity criteria and publish the results on their official website.

Recommendation 4: Each SO/AC/group should use the information from their initial assessment to define and publish on their official website their diversity objectives and strategies for achieving these, as well as a timeline for doing so.

Recommendation 5: Each SO/AC/Group, supported by ICANN staff, should undertake an annual update of their diversity assessment against their diversity criteria and objectives at all levels including leadership. They should publish the results on their official website and use this information to review and update their objectives, strategies and timelines.

Supporting Diversity

13.4 ICANN staff should assist SO/AC/groups by capturing, analyzing and communicating diversity information. A Diversity section should be created on the ICANN website for the recording of all relevant diversity information in one place. This information should form the basis of an Annual Diversity Report that analyzes trends and complaints and provides high level information to be included in ICANN's annual report.

13.5 A process should be established for dealing with diversity related issues and complaints by members of the ICANN Community.

Recommendation 6: ICANN staff should provide support and tools for the SO/AC/groups to assist them in assessing their diversity in an appropriate manner. ICANN should also identify Staff or community resources that can assist SO/ACs or other components of the community with diversity activities and strategies

Recommendation 7: ICANN staff should develop and publish a process for dealing with diversity related complaints and issues.

Recommendation 8: ICANN staff should support the capture, analysis and communication of diversity information in the following ways:

- Create a Diversity section on the ICANN website.
- Gather and maintain all relevant diversity information in one place.
- Produce an Annual Diversity Report for ICANN based on all the annual information and provide a global analysis of trends. This should also include some form of reporting on diversity complaints.
- Include diversity information derived from the Annual Diversity Report in ICANN's Annual Report.