"How diversity is addressed within ICANN"

Diversity Matters!

ICANN At-Large Capacity Bld Diversity and Under-served Regions Sept 2017.

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How diversity is addressed within ICANN

Because Diversity Matters, ICANN does and has addressed this important issue in a variety of ways, in today's webinar, we will look briefly, at some of them…

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What do we mean by Diversity within ICANN?	**Data Capture, Statistics, Reviews and Reporting.**	**Do we need a "Diversity Culture" within ICANN?**

What do we mean by Diversity within ICANN?

There is of course *Cultural Diversity* an important focus for many businesses and organisations especially the global of international types.

Volunteer Community, with more than 230 organisations and individual members from more than 101 countries around the world At-Large is a good example of the development and facilitation of 'designed diversity' that aims to represent interests of individual Internet users in ICANN activities.

How Diversity is Addressed within ICANN

There are some important 'keystone' features of how ICANN is structured that 'by design' facilitate and ensure a degree of Diversity; Since inception the primary focus has been (quite reasonably at initially) on Regional Diversity.

We can see this in ICANN Bylaws:-

- **ICANN Board** , Section 7.2 (b) of the ICANN Bylaws requires that: "the Board is composed of Directors who, in the aggregate, display diversity in geography, culture, skills, experience, and perspective, by applying the criteria set forth…" while Section 7.5 goes on to state: "One intent of these diversity provisions is to ensure that at all times each Geographic Region shall have at least one Director, and at all times no region shall have more than five Directors on the Board (not including the President). As used in these Bylaws, each of the following is considered to be a "Geographic Region": Europe; Asia/Australia/Pacific; Latin America/Caribbean islands; Africa; and North America."

- **NomCom** regarding the selection of Board Members, Section 8.5 of ICANN Bylaws state: "In carrying out its responsibilities to select members of the ICANN Board (and selections to any other ICANN bodies as the Nominating Committee is responsible for under these Bylaws), the Nominating Committee shall take into account the continuing membership of the ICANN Board (and such other bodies), and seek to ensure that the persons selected to fill vacancies on the ICANN Board (and each such other body) shall, to the extent feasible and consistent with the other criteria required to be applied

- **AC and SO's**   15 members of the At-Large Advisory Committee requires 3 members (2 RALO + 1 NomCom) to be appointed from each of the five ICANN geographic regions. Similarly the ASO, ccNSO and GNSO Councils are required to have Geographic Diversity, with no specified requirements applying to the GAC, SSAC or RSSAC.

- **Recently as a Result of the CCWG - Accountability WS1** the **Core Values in the ICANN Bylaws** outlines a specific and further commitment to 'Diversity' as a key focus… Section 1.2 (b): **"(ii) Seeking and supporting broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making to ensure that the bottom-up, multistakeholder policy development process is used to ascertain the global public interest and that those processes are accountable and transparent;"**

The CCWG - Accountability; Work Stream 2 (WS2)

Diversity Sub Group Recently presented its Final Report to the CCWG ...   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

How Diversity is Addressed within ICANN

All together the Diversity Sub Group made 8 Recommendations made in the Report...

Defining Diversity cont.

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.

Recommendations made in the Report cont…

Measuring and Promoting Diversity

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

Recommendations made in the Report cont…

Measuring and Promoting Diversity

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.

Recommendations made in the Report cont…

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 staff 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.

How Diversity is Addressed within ICANN

Recommendations made in the Report cont…

Supporting Diversity

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 summarize SO/AC/groups 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 ICANN's Annual Report.**

Data Capture, Statistics, Reviews and Reporting.

The Value of Reporting and Data Capture in ICANN Diversity

It is often said reporting on somethings drives more attention to it…

To this end what is the value of wiki pages showing Diversity Statistics of activities such as a CCWG => e.g.

There are currently **280** people in the CCWG-Accountability. **26** Members | **254** Participants and 199 Mailing List Observers

Of the **280** CCWG-Accountability members and participants, the **regional representation** is as follows:

- **80 North America**
- **67 Europe**
- **82 Asia/Asia Pacific**
- **23 Africa**
- **28 Latin America**

In addition, there is 1 ICANN Board Liaison and 1 ICANN Staff

Representative. Analysis of Members/Participants in CWG-Stewardship & CCWG-Accountability: CWG-CCWG_Overlap_List.xlsx (as of 20 March 2017)

Of the **280** CCWG-Accountability members and participants, the **stakeholder group representation** is as follows:

- *92 (no affiliation)*
- **91 GNSO**
- **33 GAC**
- **26 At-Large**
- **16 ccNSO/ccTLD**
- **7 ASO**
- **2 SSAC**
- **1 LACRALO**
- **2 AFRALO**

Other recent activities in data capture can be seen with the WS2 - Diversity Questionairre and the ICANN Gender Diversity and Participation Survey

But of course ICANN also collects and collates a number of other diversity metrics, via registration for its various activities and meetings.

Organisation Building and Diversity.

One of the benefits of data capture, statistics and reporting on Diversity Matters is that from these snapshots, both aspirational goals can be discussed, set and aimed for and any required programs to facilitate better diversity including capacity building can better become part of a strategic plan and focus for the organisation in part and as a whole.

This is not always data analysis from within the ICANN Org itself an excellent example of a very useful report is the recent one from AfriNIC "ICANN Diversity Data" Providing Facts and Figures to Support Diversity Enhancements."

- It also allows for the setting of aims, objectives and goals for various projects such as the African Languages in Top Level TLDs
- Data capture relating to meeting registrations and activities run by ICANN also allows for improved planning for those types of events in the future.
- Data or Metrics as baselines also provide for measurement of performance of changes made to the organisation and allow for better strategic planning.
- Data and its associated reporting can allow for both inward (Organisational) development as well as outward (how the Organisation may be viewed by others) accountability.

Do we need (or do we have) a "Diversity Culture" within ICANN?

An Organization's "Diversity Culture" can be defined as
'how the organisation approaches its provision of an enabled and facilitated environment so that there is a developing and strengthening of inclusion practices and a leveraging of diversity and inclusion to further the entities aims and objectives.'

Let's now if time permits take note of your opinions on this...

- Why is this important?

- Does ICANN have or need one?

- If not, then what?

Then open for any other Questions...