

GNSO Review Recommendations Relating to Diversity and links to CCWG Recommendations:

GNSO Review Recommendation 6: That the GNSO record and regularly publish statistics on Working Group participation (including diversity statistics).

Link to CCWG Recommendation 8: ICANN staff should support the capture, analysis and communication of diversity information, seeking external expertise if needed, 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.*

GNSO Review Recommendation 33: That Stakeholder Groups, Constituencies, and the Nominating Committee, in selecting their candidates for appointment to the GNSO Council, should aim to increase the geographic, gender and cultural diversity of its participants, as defined in ICANN Core Value 4.

GNSO Review Recommendation 36: That, when approving the formation of a PDP Working Group, the GNSO Council requires that its membership represent as far as reasonably practicable the geographic, cultural and gender diversity of the Internet as a whole. Additionally, that when approving GNSO Policy, the ICANN Board explicitly satisfy itself that the GNSO Council undertook these actions when approving the formation of a PDP Working Group.

Link to Recommendations 2-5:

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.

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.

Recommendation 5: Each SO/AC/group, supported by ICANN staff, should undertake a regular update of their diversity assessment against their Diversity Criteria and objectives at all levels including leadership. Ideally this update should be carried out annually but not less than every 3 years. They should publish the results on their official website and use this information to review and update their

objectives, strategies and timelines.

GNSO Review Recommendation 35: That the GNSO Council establish a Working Group, whose membership specifically reflects the demographic, cultural, gender and age diversity of the Internet as a whole, to recommend to Council ways to reduce barriers to participation in the GNSO by non- English speakers and those with limited command of English.

Consider whether the CCWG Work Stream 2 Sub Group on Diversity fulfills this recommendation.

CCWG Accountability Work Stream 2 Recommendations – Excerpted from
<https://www.icann.org/en/system/files/files/ccwg-acct-ws2-annex-1-diversity-final-recs-27mar18-en.pdf>

Defining Diversity

Recommendation 1: SO/AC/groups should 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

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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.

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Recommendation 5: Each SO/AC/group, supported by ICANN staff, should undertake a regular update of their diversity assessment against their Diversity Criteria and objectives at all levels including leadership. Ideally this update should be carried out annually but not less than every 3 years. 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 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 support SO/AC/Groups in developing and publishing a process for dealing with diversity related complaints and issues.

Recommendation 8: ICANN staff should support the capture, analysis and communication of diversity information, seeking external expertise if needed, 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.
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