

# Diversity

Link: <https://community.icann.org/x/saw0Aw>

## Problem Statement

Several comments on the CCWG Accountability Initial Draft Proposal for Public Comment, suggested that the proposal did not fully address the subject of diversity. Concern was expressed by about the ability of the ICANN community (through the Board/NomCom/SO/ACs, the review teams or other groups) to represent the diversity of views, origins and interests of the global Internet community. Several commenters requested more details about concrete steps or for more explicit support of enhancements of diversity within ICANN.<sup>2</sup> On the other hand some commenters, while acknowledging the importance of diversity in the accountability mechanisms, have expressed their view that diversity requirements should not prevail over skills or experience requirements.

As the community becomes empowered, a repeated concern expressed by some is that newly created bodies need to include the dimension of diversity:

- IRP  
“Brazil considers that geographic, cultural and gender diversity is a key element and should be a mandatory criterion in the selection of IRP panelists.”
- Other (including in the Community empowerment mechanism  
““Improve diversity in all its aspects at all levels of the organization”) could already be better reflected in WS1 proposal”.

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<sup>2</sup> Comments that included reference to diversity came from: AFNIC, Gov: ES - BR - IN - FR, CCG, Linx, JPNIC, IPC, ZR, Jan Scholte, Eco, BC, ISPCP, Board, SBT

Defining the “diversity” which should be enhanced is also a challenge. A non-exhaustive, unordered<sup>3</sup> list of elements of diversity under discussion includes, but is not limited to:

- Skill set
- Region
- Origin
- Culture
- Language
- Gender
- Age
- Disability
- Stakeholder group
- ...

In the comments, we can underline the following proposals regarding WS2:

#### Set-up a **Diversity Office**

- Set-up an **Election Office**
  - ○ Those two offices can be merged and can be included or not in the Office of the ICANN Ombudsman
- Include regional (if not other) diversity among the main ICANN leadership position and in each groups.
- Provide Rotation of the ICANN meetings between all the ICANN regions.

Additional Diversity issue(s) for further consideration include the following items:

- Limit the number and the length of office/mandate
- Election
- Conflict of interest
- Translation

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<sup>3</sup> Some in the work party argue that the list should be ordered. Initial discussions about ordering the diversity elements in terms of priority indicated that it would be challenging to find consensus on any ordered list.

## First study steps (identifying – reviewing – next steps)

As a result of this work, CCWG-Accountability divided its work into the following steps:

1. Identify the existing mechanisms in place for Board/Staff/NC/SO/AC/SHG... regarding diversity.
2. Review existing mechanisms in order to assess if they address the concerns expressed by the community during the first public comment period.
3. Build a list of activities that should be taken in both WS1 and WS2.

The documents to be reviewed are:

1. [ICANN bylaws](#)
2. [The Affirmation of Commitments](#)
3. [ATRT 1 recommendations](#) and [ATRT 2 recommendations](#)
4. Organizing Documents of each ICANN group

An initial review of existing ICANN documentation shows that there are provisions regarding regional diversity for some ICANN groups.

### Affirmation of commitments

The AoC didn't include any reference regarding diversity.

### ATRT

There are some references to diversity, but no specific recommendation with regards to Board/SO/AC diversity has been made by the ATRT.

### Bylaws

ICANN bylaws state:

#### Board

“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

### “Section 5. DIVERSITY

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 by [Section 4 of this Article](#), make selections guided by Core Value 4 in [Article I, Section 2](#).”

## ccNSO Council

“The ccNSO Council shall consist of (a) three ccNSO Council members selected by the ccNSO members within each of [ICANN's Geographic Regions](#) in the manner described in [Section 4\(7\) through \(9\) of this Article](#).”

## ASO

“Under the terms of the MoU signed between ICANN and the RIRs in October 2004, the NRO Number Council now performs the role of the Address Supporting Organization Address Council (ASO AC).

The regional policy forum of each RIR selects two members. The Executive Board of each RIR also appoints one person from its respective region<sup>4</sup>.”

“The ASO Address Council shall consist of the members of the NRO Number Council<sup>5</sup>.”

## gNSO Council

Regarding the GNSO the “only” diversity dimension is at the level of the Stakeholder Group that selects the council members.

## GAC

No reference

## SSAC

No reference

## RSSAC

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<sup>4</sup> <https://www.nro.net/about-the-nro/the-nro-number-council>

<sup>5</sup> <http://archive.icann.org/en/aso/aso-mou-29oct04.htm>

No reference

### ALAC

“The ALAC shall consist of (i) two members selected by each of the Regional At-Large Organizations ("RALOs") established according to paragraph [4\(g\) of this Section](#), and (ii) five members selected by the Nominating Committee. The five members selected by the Nominating Committee shall include one citizen of a country within each of the five Geographic Regions established according to [Section 5 of Article VI](#).”

### ICANN Staff

No reference

Having reviewed and inventoried the existing mechanisms related to Board/NomCom/SO/AC diversity, while some diversity arrangements exist within ICANN documents, diversity does not appear as one of the areas where ICANN continuously strives to improve.

## Recommendations

Therefore, the CCWG recommends the following actions with the view to enhancing (further) ICANN’s effectiveness in promoting diversity:

1. Include diversity as an important element for the creation of any new structure, such as the IRP (see section XXXX for diversity requirements for the panel) and the ICANN Community Assembly (see section XXX for diversity requirements for the Assembly)
2. Evaluate a proposed evolution of the ATRT into **Accountability, Transparency and Diversity Reviews** and of the Structural Reviews into **Structural Accountability, Transparency and Diversity Reviews of SO/ACs** as part of WS2.
3. Perform, as part of WS2, a more detailed review to establish a full inventory of the existing mechanisms related to diversity for each and every ICANN group (including SHG, Constituencies, RALOs, the Fellowship program and other ICANN outreach programs), as after an initial review of the current documents, it is clear that they do not address the full concerns raised by the larger community on the diversity issue.

4. Identify the possible structures that could follow, promote and support the strengthening of diversity within ICANN.
5. Carry out a detailed working plan on enhancing ICANN diversity as part of WS2.
6. Strengthen commitments to outreach and engagement in order to create a more diverse pool of ICANN participants, so that diversity is better reflected in the overall community and thus more naturally reflected in ICANN structures and leadership positions.