Registries Stakeholder Group Statement

Issue: **Recommendations for Diversity**

Date statement submitted: **12 January 2018**

Reference URL: https://www.icann.org/public-comments/accountability-diversity-2017-10-26-en

Background
The CCWG-Accountability Work Stream Two developed a set of eight draft recommendations to better define, measure, promote and improve ICANN Diversity:

Defining Diversity
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

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.

Measuring and Promoting Diversity
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.
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.
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
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.
7. ICANN staff should develop and publish a process for dealing with diversity related complaints and issues.# #
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.

<u>Registries Stakeholder Group (RySG) comment:</u>

The Registries Stakeholder Group (RySG) welcomes the opportunity to comment on the proposed Recommendations for Diversity. The RySG wants to express its appreciation for the work and commitment of the members of the CCWG Accountability Work Stream Two on this issue.

The RySG wishes to make the following comments on the proposed recommendations.

The language of **Recommendation #1** seems to imply or point at the formal acceptance of the key elements of diversity by the different SO/AC/Groups. The RySG suggests amending the language in line with the other recommendations to '*SO/AC/Groups **should** agree …*'

With respect to **Recommendation #5** (that each SO/AC/Group, supported by ICANN staff, undertake an annual update of their diversity assessment following their initial assessment), the RySG suggests that an annual update would be too frequent, especially given the demands on volunteer-time and effort. It bears noting that the RySG is composed of a finite number of companies contracted with ICANN, that each of those companies decides who it sends that represents them, and that the creation of new registries is stalled while policy development for a subsequent gTLD round is ongoing. These factors limit the ability for the stakeholder group to impact diversity, particularly on a condensed timeline as contemplated in the report.

While there are RySG actions that touch on diversity, it seems that discretion should be allowed among the groups with possibly an overall timeframe (biennial or longer) suggested as the outside target timeline.

With respect to **Recommendation #7** (that ICANN staff develop a process for dealing with diversity-related complaints), all affected groups should have a hand in developing such processes that affect them. Therefore, the RySG proposes to amend Recommendation #7 as follows: '*ICANN staff should **support the SO/AC/Groups in** develop**ing** and publish**ing** a process for dealing with diversity related complaints and issues.*'

The RySG agrees with the majority of the sub-group that the implementation of the recommendations within ICANN should be left to the ICANN organisation and that there is no need to recommend the establishment of an **Office of Diversity**.

With respect to **Recommendations #2, #3, #4 and #5**, it would be ideal to specify timelines or a process that defines timelines for SOs/ACs/Groups to complete initial assessments, create baselines and then publish the results on their official web sites before the data could be used further.