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**STATUS: Pending Ratification**

## **AT-LARGE ADVISORY COMMITTEE**

### **ALAC Statement on the Recommendations to Improve ICANN Staff Accountability**

#### **Introduction**

Maureen Hilyard, ALAC Member of the Asian, Australasian, and Pacific Islands Regional At-Large Organization (APRALO) and ALAC Vice Chair developed an initial draft of the Statement on behalf of the ALAC.

On 08 January 2018, the first draft of the Statement was posted on its [At-Large Workspace](#).

On that same date, ICANN Policy Staff in support of the At-Large Community sent a Call for Comments on the Statement to the At-Large Community via the [ALAC Work mailing list](#).

On 12 January 2018, a version incorporating the comments received was posted on the aforementioned workspace and the ALAC Chair requested that Staff open an ALAC ratification vote.

In the interest of time, the ALAC Chair requested that the Statement be transmitted to the ICANN public comment process, copying the ICANN Staff member responsible for this topic, with a note that the Statement is pending ALAC ratification.

## **ALAC Statement on the Recommendations to Improve ICANN Staff Accountability**

The ALAC commends the CCWG-Accountability for their recommendations which: 1) identify how ICANN can better address contentious issues; 2) suggest mechanisms that can aid more effective and collaborative relationships between the staff and the community; and 3) provide greater clarity about roles and responsibilities as well as greater transparency and accountability in relation to ICANN's performance management and other evaluative processes.

It was appreciated that recommendations from WS1 had already been addressed by ICANN. For example, "ICANN's Delegation of Authority" details the powers vested in ICANN staff, and the "ICANN Expected Standards of Behavior" is regarded as a Code of Conduct. The ALAC notes that, moving forward, ICANN will aim to improve the visibility and transparency of the ICANN's accountability mechanisms and of staff training related to their implementation. The recommendation that these will be published on the ICANN website will give more clarity for stakeholders on staff performance and accountability.

The ALAC also commends the development of a "cross-community" panel, involving the Ombudsman and the Complaints Officer as well as representatives of the Empowered Community and the ICANN Board, to deal more holistically with any contentious staff accountability issues.