Diversity
(draft V1 SBT)

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

Problem Statement

During the first public comment period on the draft document built by the CCWG, there were several comments with regards to diversity and how the proposed mechanisms, so far, didn't include this topic fully.

The current CCWG draft refers to diversity in several places: IRP panel composition, « AoC » review teams compositions, community mechanism, etc.

Some comments express concern about diversity. Several commenters requested more details about the concrete steps, or asked to more explicit support enhancements of diversity within ICANN.
It is not just a middle and long-term issue (work stream 2) but also some immediate actions (WS1) must be taken.

Overall, the concern expressed by some is related to the ability of the ICANN community (through the Board/NC/SO/ACs, the review teams or other groups) to represent the diversity of views, origins and interests of the global Internet community.

On the other hand some commenters, while acknowledging the importance of diversity in the accountability mechanisms, have expressed their view that diversity requirement should not prevail over skills or experience requirements.

As the community becomes empowered, there's a concern that the 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"

A multidimensional approach must be taken regarding Diversity:
- Region
- Origin
- Culture
- Language
- Gender
- Age
- Disability
- Stakeholder
- …

That the current list of elements, that is already under discussion.

One definition find on Internet add some other elements: "These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies."

In the comment to include a continuous improvement path regarding diversity within ICANN, we can underline the following regarding WS1:

- Make explicit commitments regarding diversity in the proposed new accountability bodies.
- Expand ATRT reviews into **Accountability, Transparency and Diversity Reviews.** The review team would be tasked to assess and make recommendations regarding diversity across all ICANN bodies.
- Establish threshold regarding composition of each body (will depend of the body and of the overall composition) to avoid possible blocking on certain votes.
- Transform the Structural Reviews into **Structural Accountability, Transparency and diversity Reviews of SO/ACs**, under the Board's supervision.

In the comment, we can underline the following regarding WS2:

- Set-up a **Diversity Office**
- Set-up an **Election Office**
    - Those two offices can be merge 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.
- Rotation of the ICANN meetings in all the ICANN regions.

Some have linked the Diversity issue(s) with the following items:

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

After considering the comments received by the community, the CCWG established WP3 to propose ways to address the concerns raised during the first public comment period.

First study steps (identifying – reviewing – next steps)

As a result of this work, WP3 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 groups

A first (too quick) review of existing ICANN documentation shows that there is provisions regarding regional diversity for some ICANN groups.

Affirmation of commitments
The AoC didn't include any reference regarding diversity.

ATRT
Different reference to diversity but (from my quick reading) 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 otherICANN 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 ccNSOmembers within each of ICANN's Geographic Regions in the manner described in Section 4(7) through (9) of this Article; »

ASO

No reference

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

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."

Having reviewed and inventoried the existing mechanisms related to Board/NomCom/SO/AC diversity, it is clear that current documents do not address the full concerns raised by the larger community on this issue.

Next steps

Therefore, the WP3 suggests that the CCWG takes the following actions:

1. Review its current draft document and include in its next proposal the diversity as an important element for the creation of any new structure (including the one of the cwg – transition).
2. Include the evaluation of the 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.**
3. Identify the possible structures that could follow, promote and support the strengthening of diversity within ICANN
4. Establish a commitment to carry a detailed working plan on enhancing ICANN diversity as part of WS2.