

QUESTIONNAIRE

The Diversity Sub-Group has identified the following non-exhaustive list of elements of diversity as potentially relevant to ICANN SO/AC/groups:

- A. *Geographic/regional representation*
- B. *Language*
- C. *Gender*
- D. *Age*
- E. *Physical Disability*
- F. *Diverse Skills*
- G. *Stakeholder group or constituency*

Your cooperation is sought to answer the following questions:

1. What relative importance does your SO/AC/group give to these seven dimensions of diversity?
2. What, if any, additional dimensions of diversity are important to your SO/AC/group?
3. How, if at all, does your SO/AC/group measure and track diversity issues related to its work?
4. How, if at all, does your SO/AC/group seek to promote diversity in its membership, its active participation, and its leadership?
5. What, if any, educational and informational initiatives does your SO/AC/group pursue to promote diversity awareness?
6. What, if any, formal or informal practices or written or unwritten policies are pursued in your SO/AC/group to promote diversity?

DRAFT RESPONSES FROM THE BOARD:

This set of responses is from the ICANN Board, from two perspectives: 1) with respect to the Board as an entity and 2) with respect to the ICANN ecosystem as a whole, what we believe as a Board. We focus in these responses on topics relevant to the questionnaire given each perspective.

Thank you for developing this questionnaire and for the opportunity to provide the Board's input on this topic. Good understanding of diversity of our community is of interest and great importance to the Board as we work together in service of the ICANN ecosystem.

The Board considers diversity on a regular basis, with regard to the make-up of the Board itself and also diversity, in its many forms, in the ICANN ecosystem. We strive as a body to encourage greater understanding of diversity in the board and in our community, to both better reflect and more effectively deal with the issues of the broader global Internet Community.

The Board keeps itself current on matters of diversity through Board member training, and also encourages ICANN Community programs for education and policy development focused on diversity.

I. With respect to the Board as an entity:

1. What relative importance does your SO/AC/group give to these seven dimensions of diversity?

The Board's primary concern is skill, quality and adherence to ICANN's values and mission. The Board supports diversity inclusive of, but not limited to, the dimensions listed, and believes everyone should be treated with respect.

Diversity is considered a key asset in Board composition, as well as in the Organization, since it's that plurality of views, experiences, thoughts and reflections what makes Board discussions richer, hopefully helping the Board to reach better and more balanced decisions. However, with the exception of the mandate in the bylaws for specific geographic diversity, achievement of specific diversity targets is secondary to the primary concerns noted above.

This is discussed at the Board level, and in the Board's interactions with the NomCom and other Board-appointing bodies. However, it is not the role of the Board to in any way select or directly influence the selection of future Board members. The responsibility for the selection of the Board lies with the Nominating Committee and with the ICANN SO/AC groups, and not with the Board itself.

The Board eagerly awaits the recommendations from the WS2 Diversity Subgroup. The Board's overall feelings about diversity are reflected in this comment from a Board member earlier in 2017, reflecting upon comments made by the GNSO about diversity: "...the more awareness and activity there is the better. There should be no fear of overlap, the more we collectively move towards the direction of a more diverse ICANN the better for all."

2. What, if any, additional dimensions of diversity are important to your SO/AC/group?

People of diverse backgrounds are welcome and we support an inclusive board culture. The more diverse the Board, the more perspectives that can be brought into Board deliberations, which increases the assurance that our policies reflect respect for the views of our diverse community. However, as noted above, the Board's primary concern regarding board members is skill, quality and adherence to ICANN's values and mission.

3. How, if at all, does your SO/AC/group measure and track diversity issues related to its work?

With respect to the diversity of the Board as an entity, the community is responsible for considering the geographic diversity of the Board across geographic regions, and are also charged with considerations of cultural diversity and meeting an aggregate skillset amongst Board members. ICANN organization measures and tracks this information as well.

4. How, if at all, does your SO/AC/group seek to promote diversity in its membership, its active participation, and its leadership?

The Board's ability to do this is, again, limited and not at all direct since the Board has no influence over who is chosen to serve on the Board. The Board can and does discuss Board membership diversity as a Board and with members of the Community responsible for appointing Board members as appropriate. The Board also regularly asks the CEO to report on diversity within ICANN organization, and this information is provided by ICANN organization to the Board in response to this request, so the Board has an ongoing current picture of diversity within ICANN organization.

Board members are also asked, frequently, to speak in diverse fora, such as ICANN Fellows and Next Gen meetings, regional and national events, and others. When appropriate, a message promoting the active participation by everyone in ICANN leadership, including applying for a Board position, is conveyed. By explaining the tasks and duties of a Board member, and making feel that diversity is welcome and desired, the Board expects and hopes that more diverse community members will engage in these activities.

5. What, if any, educational and informational initiatives does your SO/AC/group pursue to promote diversity awareness?

The Board's onboarding training highlights the diversity of the ICANN Community and the reasons why this diversity is important. Board members are also encouraged to consider diversity issues as part of their ongoing training. The Board requests diversity information from ICANN organization and the Community groups to maintain its ongoing discussion on diversity on the Board and in the ICANN Community.

An example of the Board publicly showing its interest in and respect for diversity in the ICANN Community and the ICANN Ecosystem overall is that Board members who are able to do so regularly address the Community in languages other than English, thereby reinforcing the fact that those who speak other languages are welcome in ICANN.

Also, whenever appropriate, Board discussions are enriched by examples and experiences provided by the diverse background and environment each one of the Board members live and work in. This is a very important contribution to the awareness of the whole Board, and thus helps a lot in the work the Board does.

6. What, if any, formal or informal practices or written or unwritten policies are pursued in your SO/AC/group to promote diversity?

See above and note the Board does not have direct influence on who is chosen to serve on the Board. We note that there are diversity requirements and guidelines with respect to Board director selection, and those can be found in Sections 7.2, 7.3, 7.5, 8.5 of the ICANN Bylaws here: <https://www.icann.org/resources/pages/governance/bylaws-en>

II. With respect to the ICANN ecosystem as a whole, what we believe as a Board:

1. What relative importance does your SO/AC/group give to these seven dimensions of diversity?

With respect to the ICANN Ecosystem overall, people of diverse backgrounds are welcome and we support an ICANN culture inclusive of, but not limited to, the dimensions listed. Further, we believe such dimensions should not be used in any way as a basis for discrimination.

Diversity is considered a key asset in our Community, since it's that plurality of views, experiences, thoughts and reflections what makes our discussions richer, and help us all reach better and more balanced decisions.

The more ICANN reflects a good understanding of our diverse community and the reasons why diversity is important, the greater the assurance our policies will reflect respect for the views of our diverse community.

2. What, if any, additional dimensions of diversity are important to your SO/AC/group?

Please see previous response.

3. How, if at all, does your SO/AC/group measure and track diversity issues related to its work?

The Board requests and receives information on diversity from ICANN organization and other parts of the ICANN Community in order to study, discuss, monitor over time and make decisions and/or recommendations about diversity, when appropriate, on behalf of the ICANN Community and the ICANN Ecosystem overall. One such example of this is the Board's role in discussing with the community whether Specific Review teams are sufficiently diverse, or raising this issue in other ICANN processes.

Diversity of participation helps support the Community overall, as recommendations coming out of a diverse cross-community process are more likely to enjoy consensus, and processes that include focus on diversity are also less likely to be captured by a specific group or interest of the community.

4. How, if at all, does your SO/AC/group seek to promote diversity in its membership, its active participation, and its leadership?

The Board can and does make diversity recommendations to ICANN organization and the ICANN Community when appropriate and/or deemed by the Board to be necessary.

ICANN also promotes and supports regional and local events in many parts of the world, seeking proactively the participation of more people in ICANN policy development processes and others ways of interaction, involvement and engagement. Board members often participate in these events, engaging with the local and regional community members and encouraging them to participate.

There are also some leadership training and capacity building open to the entire community, also both at the regional and national level, that aim to promote a richer and wider diversity in the active and committed participants in ICANN. Again, Board members frequently participate in these activities.

5. What, if any, educational and informational initiatives does your SO/AC/group pursue to promote diversity awareness?

The Board can and does recommend and/or approve educational and informational initiatives for ICANN organization to carry out on behalf of the ICANN Community and the ICANN Ecosystem overall.

6. What, if any, formal or informal practices or written or unwritten policies are pursued in your SO/AC/group to promote diversity?

As part of its ongoing formal duties, the Board takes an interest in, asks for information about, formally approves programs about, and makes recommendations with regard to diversity in the ICANN Ecosystem.

One aspect of promotion of diversity is supporting the ICANN community in developing new tools to combat behaviors that might keep people from participating in ICANN work. For example, the Board requested action from ICANN organization with respect to the development of an Anti-Harassment policy in 2016. ICANN organization worked on this at the Board's request, and the Board approved this policy at ICANN58 in March 2017, following a public comment period during which the Community provided input into the policy.

The policy can be found here:

<https://www.icann.org/resources/pages/community-anti-harassment-policy-2017-03-24-en>