

Staff Report of Public Comment Proceeding

Recommendations to Improve ICANN's Diversity

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Prepared By: Patrick Dodson

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Open Date:	26 October 2017									
Close Date:	5 January 2018 Extended to 14 January 2018									
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Staff Contact: Patrick Dodson **Email:** patrick.dodson@icann.org

Section I: General Overview and Next Steps

The Cross-Community Working Group (CCWG)-Accountability-Work Stream (WS) 2 Diversity project obtains its mandate and scope from ICANN bylaws and the CCWG-Accountability, WS1 Final report which included Recommendation 12 the following:

As part of Work Stream 2, the CCWG-Accountability proposes that further enhancements be made to a number of designated mechanisms:

- Considering improvements to ICANN's standards for diversity at all levels.

Annex 12, which details Recommendation 12, also included the following recommendations with regards to diversity:

Comments received on the Second Draft Proposal revealed that incorporating the diversity component into Accountability and Transparency reviews may overburden Review Teams. Therefore, the CCWG-Accountability recommends the following actions with the view to further enhancing ICANN's effectiveness in promoting diversity:

- *Including diversity as an important element for the creation of any new structure, such as the Independent Review Process (IRP) (for diversity requirements for the panel) and the ICANN Community Forum.*
- *Adding Accountability, Transparency, and Diversity reviews of SOs and ACs to structural reviews as part of Work Stream 2.*
- *Performing, as part of Work Stream 2, a more detailed review to establish a full inventory of the existing mechanisms related to diversity for each and every ICANN group (including Stakeholder Groups, Constituencies, Regional At-Large Organizations, the Fellowship program, and other ICANN outreach programs). After an initial review of the current documents, it became clear that they do not address the full concerns raised by the wider community on the issue of diversity.*
- *Identifying the possible structures that could follow, promote, and support the strengthening of diversity within ICANN.*

- Carrying out a detailed working plan on enhancing ICANN diversity as part of Work Stream 2.
- Strengthening 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.

Following the work of the Diversity sub-group the CCWG-Accountability-WS2 will present its chartering organizations and the ICANN Board with 8 recommendations to improve diversity.

Section II: Contributors

At the time this report was prepared, a total of fifteen (15) community submissions had been posted to the forum. The contributors, both individuals and organizations/groups, are listed below in chronological order by posting date with initials noted. To the extent that quotations are used in the foregoing narrative (Section III), such citations will reference the contributor's initials.

Organizations and Groups:

Name	Submitted by	Initials
ALAC	Yrjo Lansipuro	ALAC
GNSO-BC	Steve DelBianco	BC
GNSO-IPC	Brian Scarpelli	IPC
GNSO-NCSG	Rafik Dammak	NCSG
GNSO-RYSG	Stéphane Van Gelder	RYSG
Government of France	Dalila Rahmouni	G-FR
Government of India	Rahul Gosain	G-IN
Government of Switzerland	Jorge Cancio	G-CH
ICANN - Board		Board
INTA	Lori Schulman	INTA
SSAC	Rod Rasmussen	SSAC

Individuals:

Name	Affiliation (if provided)	Initials
Akinremi Peter Taiwo	(none)	APT
Chokri Ben Romdhane	(none)	CBR
Ghislain De Salins	GAC	GDS
Sebastien Bachollet	(none)	SEB

Section III: Summary of Comments

General Disclaimer: This section intends to summarize broadly and comprehensively the comments submitted to this public comment proceeding but does not address every specific position stated by each contributor. The preparer recommends that readers interested in specific aspects of any of the summarized comments, or the full context of others, refer directly to the specific contributions at the link referenced above (View Comments Submitted).

Many of the comments were supportive of many of the recommendations – however a number of issues were noted with respect to some of the recommendations. Some of the major points were:

- Concern by the ICANN Board on applicability of certain recommendations vs staff when considering employment laws.
- Concern by the ICANN Board of the applicability of certain recommendations vs privacy laws.
- Concern by the ICANN Board regarding resourcing to implement the recommendations.
- Request by the Government of India that a key element of diversity should be the number of Internet users from each country.
- Comments for including a recommendation that would require the establishment of an independent Office of Diversity were split.

Section IV: Analysis of Comments

These inputs were considered by the Diversity sub-group which has produced an updated set of recommendations will be published in the Draft Final Recommendations of the CCWG-Accountability-WS2 which will be published for public comment in March 2018.