CCWG-Accountability-WS2 QUESTIONS ON DIVERSITY

The CCWG Accountability Work Stream 2 Diversity Sub-Group wishes to gather information from ICANN SO/AC/groups on their current consideration of diversity and any actions they undertake to promote diversity. In this context, the term SO/AC/groups refers to: SO – ccNSO, GNSO, ASO AC – ALAC, GAC, RSSAC, SSAC Groups – ICANN Board, ICANN Staff, NomCom, Stakeholder Group or Constituency, RALO Other groups and individuals are also welcome to complete this questionnaire and are requested to indicate their special interest and/or affiliation. 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?

You are also welcome to append any additional general comments on the topic of diversity.

Please note that the input below has been provided from the perspective of the GNSO Council as well as GNSO Working Groups. Additional responses are expected to be provided by GNSO Stakeholder Groups and Constituencies.

GNSO Council

The GNSO Council consist of:

(i) three representatives selected from the Registries Stakeholder Group;
(ii) three representatives selected from the Registrars Stakeholder Group;

(iii) six representatives selected from the Commercial Stakeholder Group;
(iv) six representatives selected from the Non-Commercial Stakeholder Group; and
(v) three representatives selected by the ICANN Nominating Committee.

As noted in the ICANN Bylaws, GNSO "Stakeholder Groups should, in their charters, ensure their representation on the GNSO Council is as diverse as possible and practicable, including considerations of geography, GNSO Constituency, sector, ability and gender".

GNSO PDP Working Groups

GNSO PDP Working Groups are open to anyone interested. After a decision has been taken to form a Working Group, a 'Call For Volunteers' is circulated as widely as possible in order to ensure broad representation and participation in the Working Group. During the first meeting, for team-building purposes, to understand its resources and capabilities and, potentially, to help with prospective assignments, members of the Working Group are provided with the opportunity, at the start of the first meeting, to share information regarding interests, background, skills, experience, especially as related to any requirements in the Charter.

In all cases where the PDP WG Chair believes that one set of interests or expertise is missing from a group, special efforts must be made to bring that interest or expertise into the group via invitation or other method and the situation must be documented in the final report, including a discussion of the efforts made to redress the balance. Additionally, the Chair should ensure that particular outreach efforts are made when community reviews are done of the group's output, to include reviews from the interests or expertise that were not adequately represented.

Ideally, a Working Group should mirror the diversity and representativeness of the community by having representatives from most, if not all, CO Stakeholder Groups and/or Constituencies. It should be noted that certain issues might be more of interest to one part of the community than others. The Chair, in cooperation with the Secretariat and ICANN Staff, is continually expected to assess whether the WG has sufficiently broad representation, and if not, which groups should be approached to encourage participation. Similarly, if the Chair is of the opinion that there is over-representation to the point of capture, he/she should inform the Chartering Organization.

Many Working Groups have introduced a system of time zone rotation for meetings to accommodate the geographic diversity of participants. Efforts are made to maintain an equitable call rotation schedule, however this can be difficult to achieve at times when the majority of participants are from one or two regions and the weight of meetings are scheduled to ensure optimal rates of participation. We note that all calls are recorded and transcribed, and mailing lists are used for deliberations, which does go some way to addressing the challenges associated with time zones. However we do acknowledge that the inability to attend calls in real time is likely a deterrent to continuous participation.

For each PDP Working Group information in relation to attendance, SO/AC/SG/C affiliation as well as information provided in the GNSO Statement of Interest is publicly available.

The GNSO provides numerous educational and informational opportunities. See https://gnso.icann.org/sites/gnso.icann.org/files/gnso/presentations/policy-efforts.htm for further information.