



GAC HRILWG Call

Tuesday, 15 September 2026 at 11:00 UTC

Agenda

1. GAC 2026-2027 [HRILWG work plan](#) (Suada) [15 mins]
2. Work Stream 2 – Recommendation 1: Diversity Survey (Suada) [15 mins]
 - a. GAC diversity survey for HRILWG review:
https://docs.google.com/document/d/1cMiFSu1yiUEdRCtte5ycTwq4_guD1SiezFDKP1pzUbU/edit?usp=sharing
3. Human Rights Impact Assessments (HRIAs) (Giacomo) [20 mins]
 - a. DNS Abuse PDP Impact Assessment (see the 20 July email from GAC Small Group on DNS Abuse to the HRILWG attached)
 - b. Latin Diacritics PDP WG Report (if time permits)
<https://www.icann.org/en/public-comment/proceeding/latin-script-diacritics-pdp-initial-report-12-01-2026>
4. 2026 Next Round – Potential HRILWG role and engagement (Giacomo) [10 mins]
5. ICANN87 Bali (Suada/Giacomo) [5 mins]
 - a. Possible WG Informal meeting in Bali
 - b. Proposed test on sign language interpretation
6. Cooperation with UNESCO
Guilherme Canela, Director
7. AOB

Item 1: GAC HRILWG Work Plan Proposal

- Item 1: Work Stream 2 (WS2) Recommendations Implementation relative to GAC operations
 - 1.a - Diversity
 - 1.b - HR Core Values
- Item 2: Next Round of New gTLDs
- Item 3: Collaboration with UNESCO on revised IUI as indicators for ICANN's diversity
- Item 4: GAC Communications and Updates
- Any other items proposal or modifications to proposed ones?

Item 1: GAC HRILWG Work Plan

Item(s)	Work Task	Work Item/Objective	Stakeholder(s)/Contributor(s)	Timeline/Target Time
1a.	Work Stream 2 (WS2) Recommendations Implementation relative to GAC operations - Diversity	- Continue implementing the Workstream 2 (WS2) - Accountability recommendations where appropriate in the GAC's work, such as: (1) Rec. 1. On Diversity (a) Recommendations 1.3, 1.4, 1.5 - Within the WS2 Recs. 1 implementation process, assess both surveys on (1) diversity elements survey and (2) perceptions of diversity survey from the ICANN Diversity and Inclusion Toolkit (developed by the WS2 CCG) - Collaborate with GAC leadership caretaker on implementing GAC strategic objective 2.4.1 (ICANN Accountability Cross Community Working Group Work Stream 2 (WS2) Recommendations) - Collaborate on GAC operating principles amendment related to the diversity aspect in the leadership to reflect diversity in gender (GAC OP 21). - Update the GAC WS2 Tracking Tool as events warrant and update the GAC membership on ongoing efforts.	- HRILWG - Strategic Objective caretaker (SO2) - GOPEWG (on leadership diversity in GAC OP)	ICANN87

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1b.	Work Stream 2 (WS2) Recommendations Implementation relative to GAC operations - HR Core Values	- Resume implementing the Workstream 2 (WS2) - Accountability recommendations where appropriate in the GAC's work, such as: (2) Rec. 3 on Human Rights Core Value - Update the GAC WS2 Tracking Tool as events warrant and update the GAC membership on ongoing efforts		ICANN88
2	Next Round of New gTLDs	- Consistent with the HRILWG's mandate and considering the GAC strategic objective 3 (Future Rounds of New gTLDs), follow up closely on the processes currently in place for the next round of New gTLDs in 2026 and evaluate the impact of each of the decisions taken, such as the: - supporting policies to promote diversity of applicants or tools produced in that regard - implementation of the applicant guidebook, Applicant Support Program (ASP), or - Inputs for decisions that will be taken about early warning on names, etc.	- Giacomo Mazzone, GAC HRILWG co-chair, in collaboration with - GAC members involved in the Next Round of New gTLDs - Strategic Objective caretakers Thiago Dal Toe and Marco Hoegwoning(SO3)	Until completion (prior to 2026 Next Round)

Item 1: GAC HRILWG Work Plan

3	Collaborate on UNESCO IUI as indicators for ICANN's diversity¹	Collaborate with UNESCO on the Internet Universality Indicators (IUI) to leverage diversity in the committee and ICANN. The revised version of the UNESCO indicators is expected to be ready within Q3 2024 and presented	- HRILWG to collaborate with UNESCO - HRILWG to collaborate with	By ICANN89
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¹ Activity postponed to ICANN85 for

- Changes of focal point for UNESCO prior to ICANN83 Prague
- ICANN84 clashes with the General Conference of UNESCO (incl. new leadership appointments)

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		at the December 2024 IGF in Riyadh. Subsequently, the WG should consider how to use this revised tool as a measurement tool of the diversity within ICANN that the GAC could apply.	UA-IDN WG	
4	GAC Communications and Updates	Brief the GAC on the activities of the GAC HRILWG (at ICANN Meetings or intersessionally).	HRILWG	Annual General Meetings (ICANN87, ICANN90, ICANN93)

Item 2: WS2 Recommendation 1 - Diversity

- In March 2014, the [IANA Stewardship Transition](#) was initiated and an **ICANN Work Stream 1 (WS1) effort was created to develop mechanisms to enhance ICANN's accountability**. WS1 concluded its work in February 2016 and the report of that group was approved by the [ICANN Chartering Organizations](#) (including the GAC) and adopted by the ICANN Board in March 2016.
- **Work Stream 2 was tasked with addressing a broad range of accountability topics for which a timeline for developing solutions and full implementation was expected to extend beyond the initial IANA Stewardship Transition**. The WS2 effort concluded its work in June 2018 with the [CCWG – Accountability WS2 Final Report](#) and the Chartering Organizations (including the GAC) approved the WS2 Final Report in November 2018.
- The **WS2 Final Report** included a comprehensive list of **nearly 100 individual recommendations** that were arranged into **eight topic areas**:
 - 1.Diversity of the community work on policy*
 - 2.Guidelines for Good Faith removal of Board members*
 - 3.Human Rights*
 4. Jurisdiction*
 - 5.Improving the ICANN Office of the Ombudsman
 - 6.Increase SO/AC Accountability*
 - 7.Staff Accountability
 - 8.Transparency*
- Six of those topic areas ("*" above) appear to contain implications for GAC operational implementation or further work.

Item 2: WS2 Recommendation 1 - Diversity

- At ICANN73 (March 2022), the GAC adopted the GAC HRILWG proposal document on **the GAC's perspective regarding Recommendation 1.1 on the elements of diversity.**
 - Geographic or Regional Representation
 - Language
 - Gender
 - Age
 - Physical ability
 - Diverse Skills
 - Stakeholder Group or Constituency
 - **Diversity of resource for meaningful participation**
 - **Diversity in attendance**
- **Language Element - GAC perspective:** The GAC agrees with the WS2 Final Report approach. It is of high importance to give the opportunity to users of minor languages to enjoy their right to access information in cyberspace, by promoting the inclusion of new languages in digital ecosystems.
- Additionally, **the GAC believes that language should not only be restricted to a spoken language.** For instance, during ICANN Meetings, regular sessions could continue offering closed captioning, while plenary sessions could additionally include sign language. The GAC suggests introducing sign language during plenary sessions, as a pilot project for Community feedback, due to the broader group of participants attending those sessions.

Item 2: WS2 Recommendation 1 - Diversity

- Between ICANN73 and 74 (2022), a **Community Coordination Group (CCG)** was put in place for individual community structures to consider and **address recommendations applicable to each group** from the CCWG-Accountability.
- Specifically, the **WS2 recommendations that were identified as likely to benefit from community coordination** are Recommendation 1.1 (on seven proposed elements of diversity), Recommendation 1.7 (on a process for handling complaints about diversity), and Recommendation 2.3 (on a standalone framework for exercising Empowered Community powers). Since the group's establishment, CCG discussions have evolved to also encompass Recommendations 1.2 (on identifying diversity elements mandated in community governance documents) and **1.6 (on the creation of a diversity toolkit)**.
- On 20.04.2023, two draft diversity surveys produced by the WS2 - CCG were shared for GAC review and comments.
 - Diversity Survey [docs.google.com]
 - Diversity Perceptions Survey [docs.google.com]

Once finalized, these surveys designed to gather diversity data, became a part of a diversity toolkit intended to help Supporting Organizations (SOs) and Advisory Committees (ACs) groups work on the implementation of WS2 recommendations 1.3, 1.4, and 1.5 (if applicable).

Item 2: WS2 Recommendation 1 - Diversity

- The tools are to be used by SO/AC groups to implement WS2 Recommendations 1.3, 1.4, and 1.5 (if applicable):
 - **Recommendation 1.3:** Each SO/AC/Group, supported by ICANN staff, should undertake an **initial assessment of their diversity** for all of their structures including leadership based on their Diversity Criteria and publish the results on their official website.
 - **Recommendation 1.4:** Each SO/AC/Group should use the information from their initial assessment **to define and publish** on their official website their **Diversity Criteria objectives** and strategies for achieving these, as well as a timeline for doing so.
 - **Recommendation 1.5:** Each SO/AC/Group, supported by ICANN staff, should undertake a regular **update of their diversity assessment against their Diversity Criteria and objectives at all levels including leadership**. Ideally this update should be carried out annually but not less than every three years. They should publish the results on their official website and use this information to review and update their objectives, strategies, and timelines.

Item 2: WS2 Recommendation 1 - Diversity

- **The toolkit reviewed and adapted by the WS2 CCG contains two surveys which SO/AC group can use to evaluate diversity.**
- **The first survey asks basic questions that reflect the seven diversity elements.**
 - This survey was reviewed and adapted by the WS2 CCG to ensure its relevance to varied community needs, so it will hopefully be used by all ICANN community groups.
 - **It can be customized to each group's needs:** some groups may choose to use all the questions, and some may choose to ask only a few questions; some may choose to ask about additional diversity elements. Where possible, for the questions that are relevant to your group, we encourage you to use the wording as provided, so that data sets will be comparable across the community.
- **The second survey contains sample questions that are based about perceptions of diversity in a given community group**
 - This survey is optional and was likewise reviewed by the CCG.
 - **This template includes sample questions and is entirely customizable by community groups.**
- **A GAC diversity survey draft for the GAC HRILWG review:**
https://docs.google.com/document/d/1cMiFSu1yiUEdRCtte5ycTwq4_guD1SiezFDKP1pzUbU/edit?usp=sharing

Item 3: Human Rights Impact Assessment

- Discuss Next Steps for the GAC HRILWG
 - Human Rights Impact Assessments (HRIAs) DNS Abuse PDP Impact Assessment - [Draft Initial Report of the DNS Abuse ADC PDP](#)
 - Latin Diacritics PDP WG Report (if time permits)
<https://www.icann.org/en/public-comment/proceeding/latin-script-diacritics-pdp-initial-report-12-01-2026>

Proposed timeline for the finalization of this GAC Public Comment proposed by the GAC Small Group on DNS Abuse is as follows:

- **Tue. 1 Sep:** circulation of proposed Draft Comment to the GAC
- **Friday 18 Sep: Deadline for GAC input**
- **Friday 25 Sep:** Submission of GAC Comment after consideration of GAC Input.

Main observations that we propose on behalf of the group to this draft:

1. Keeping always in mind during this process END USERS INTERESTS. NEED TO BE CONSIDERED THE IMPACT OF INACTION ON THE RIGHTS OF THE USERS IMPACTED BY DNS ABUSE: ON THE RIGHT TO PROPERTY; ON THE RIGHT TO PRIVACY AND TO PROTECT PERSONAL DATA; ON THE RIGHT TO OBTAIN JUSTICE.
2. Concerning the question of the "speed adapted to the needs", all actors are aware that the arrival of artificial intelligence will oblige the adapt the speed of the reaction to that of the malicious actors.

Item 3: Human Rights Impact Assessment

5.7. Deliberations Regarding Impact Assessments

The following impact assessments were grouped into this category as already provided by the Charter.

- Human Rights Impact Assessment
- Data Protection Considerations
- Global Public Interest Checklist
- Potential Impact on Consensus Policies

The WG conducted a scoped impact assessment during its deliberations as an opportunity to raise material risks and obvious conflicts through WG input. The scoped assessment was intended to help document and stabilize the current preliminary recommendation language and is not intended to replace the final comprehensive impact assessments. The WG completed its scoped impact assessment as captured in this document: [Scoped Impact Assessment DNSAM PDP1](#).

Once the WG Preliminary Recommendations became more stable, the WG conducted its full impact assessments as summarized below and accessible [here](#).

Item 3: Human Rights Impact Assessment

HRIA Analysis for DNSAM PDP 1

The worksheet presents a detailed Human Rights Impact Assessment (HRIA) of the preliminary recommendations. It assesses potential effects on relevant human rights (primarily privacy, due process, freedom of expression, freedom of association) and concludes that the Preliminary Recommendations are expected to have limited adverse impacts because Associated Domain Checks are restricted to investigations based on actionable evidence that a Registered Name is being used for DNS Abuse, must comply with applicable law and contractual requirements, and emphasize proportionality. Overall, the assessment finds that the recommendations appropriately balance DNS abuse mitigation with protection of registrant rights. Furthermore, it shows that In this context, the WG worked to develop more consistent baseline requirements and expectations across registrars, including with respect to proportionality, evidentiary standards, safeguards, operational considerations, and efforts to minimize false positives and collateral impacts on Registered Name Holders.

GPI Checklist

The worksheet assesses the Preliminary Recommendations against the Global Public Interest (GPI) framework. It considers whether the Preliminary Recommendations advance objectives such as DNS security and stability, benefit to the Internet community, and ICANNs technical coordination. The analysis concludes that the Preliminary Recommendations generally align with the GPI principles by strengthening DNS abuse mitigation while preserving operational flexibility for registrars and incorporating safeguards to avoid unnecessary burdens or overreach that could impact Registered Name Holders.

Data Privacy Considerations

The worksheet evaluates the Preliminary Recommendations from a data privacy perspective rather than providing a legal opinion. It examines whether Associated Domain Checks require processing of personal data, whether such processing is necessary and proportionate, any potential associated privacy risks, and the safeguards available and discussed to mitigate those risks. The assessment concludes that privacy risks are low because the recommendations limit investigations to reasonably accessible information, discourage creation of new data solely for ADC, and require compliance with applicable laws.

Consensus Policies

The worksheet reviews existing ICANN Consensus Policies to determine whether and how the DNS Abuse Mitigation PDP1 Preliminary Recommendations would affect them. It catalogues current policies across areas such as registration data, transfers, expiration, registry services, and rights protection, and assesses the expected impact of the proposed recommendations. The overall conclusion is that the recommendations would have minimal to no impact on existing Consensus Policies, as they are expected to establish a new consensus policy governing Associated Domain Checks rather than substantially modifying existing policy obligations.

Item 4: 2026 Next Round

- Potential GAC HRILWG role and engagement in the implementation phase of next round

Based on lessons learning from the 2013 previous gTLD's round, we can expect that the next months will be a busy period for this process. After the "reveal day" in November, we will have some clear indications about the state of diversity within ICANN:

- By the number of IDN's applications
- By the number of application in non latin characters
- By the number of application from developing countries vs the those from richer countries
- By the number of the supporting grants attributed to categories of applicants in needs

We also can easily predict that there will be a number of conflicts to be ruled out:

- Different entities conflicting for the certain strings having "public interest" implications (as it happened , for instance, last round for abogados, bank, insurance)
- Conflict between community and commercial applicants competing for the same string (i.e. Music and Gay)
- Conflicts over geographic names applications and generic applications for the same string (i.e. Amazon, Spa)
- Conflicts that will put under stress a certain number of safeguards put in place by ICANN, such as the Independent monitoring of objections, the CPE Community priority evaluation, the possibility of appeal, the recourse to the Ombudsman and so on.

Item 5: ICANN87 Bali

- **Possible WG Informal meeting in Bali**

Based on the evolution of the situation in the weeks before ICANN 87 in Bali, could be eventually useful to convey an informal physical meeting in the course of the week. After analysis of the ICANN 87 GAC calendar just released, we suggest the HRILWG members to pencil on their calendar the slot of:

- **Proposed test on sign language interpretation**

We are exploring the possibility of introducing sign language interpretation during the Opening ceremony and one or two other moments open to the local community (such as the ICANN open mike session, for instance). This initiative is intended not only to ensure accessibility but also to enable direct engagement with representatives of deaf persons, so we can better understand their perspectives and specific needs regarding participation in ICANN processes, and, more in general, to listen to problems and needs of the most vulnerable Internet users.

Item 6: Cooperation with UNESCO

- A part from the ICANN70 GAC Communique - *“Among the next steps relative to the WS2 recommendations implementation process, the HRILWG will be consulting with UNESCO to explore its “Universality Indicators for the Internet” issued in 2019 which measures how elements of diversity, disability, language, human rights, among others, are represented in the Internet environment in a given country.”* (March 2021)
- Update to the 2027 GAC HRILWG Work Plan (item 3)
- **Discussion in session with Guilherme Canela, Director at UNESCO, on the following points:**
 - **Collaboration with UNESCO** on the revised IUI as potential indicators for ICANN’s diversity (already in the plan)
 - **Collaboration with UNESCO on Universal acceptance** (to be added to the plan)

