

I C A N N
POLICY FORUM

65

MARRAKECH

24-27 June 2019



GAC Human Rights & International Law WG (HRIL WG) Meeting

24 June 2019

02:30 p.m - 03:15 p.m

Jorge Cancio (HRIL WG Co-Chair)

Suada Hadzovic (HRIL WG Co-Chair)

ICANN65 Governance and Accountability Processes

Agenda Item 3.1

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1. **Implementation of ICANN Human Rights Core Values discussion** based on the CCWG-Accountability WS2 Human Rights Framework of Interpretation (FOI) – 15 Minutes
 - a. Co-Chair Presentation of Options Paper for Human Rights Core Values Implementation
 - b. Discussion on proposal for an ICANN66 Cross Community Session or High Interest Session on Human Rights

2. **ICANN Org briefing on [Human Rights Impacts Assessment](#)** – 15 Minutes

3. **Diversity** (10 Minutes)
 - a. Gender Diversity
 - b. Accessibility for Persons with Disabilities

4. **AOB** (5 minutes)

Options Paper - Background:

- At ICANN64, the HRIL WG discussed the role of the GAC in implementation options for the Human Rights Core Values following the [WS2 Final Report](#), and agreed to work on an options paper drawing from GAC Members' input on the four potential options initially under consideration.
- The HRIL WG Co-Chairs prepared a draft [options paper](#) which was circulated to GAC HRIL WG and GAC Members for input on the 13th of May 2019.
- Multiple responses were received: in support of the current direction of the HRIL WG as outlined in the [options paper](#).
- The [options paper](#) outlined GAC membership preference for options 2, 3 and 4 based on questionnaire results prior to ICANN64 (11 respondents), discussions held at ICANN64 during the HRIL WG Meeting, and feedback received after ICANN64.

Options Paper - Responses:

- Based upon results, options 2, 3 and 4 appear to be the most supported by respondents.
- Option 1 received negative feedback by one GAC member flagging the difficulty of compiling the GAC Communique adding a portion on Human Rights.
- Throughout the discussion at ICANN64 it became clear that option 1 would therefore not be brought forward by the HRIL WG without any objections
- Feedback received after ICANN64: multiple GAC HRIL WG member comment received in favor of current approach as outlined in the options paper.

Implementation Options:

- **Option 1 (to not be pursued):** Establish a standing item/question to be considered during the Communique drafting? (e.g. "does the subject-matter Communique have Human Rights impact and/or relevance?")
- **Option 2 (not discarded):** Establish a standing item/question to be considered for other GAC communications where a position is conveyed (e.g. "does the issue/topic have Human Rights impact and/or relevance?")
- **Option 3 (not discarded):** Create the position of a GAC HR rapporteur – responsible for flagging issues and to lead in Options 1 and 2
- **Option 4 (for implementation):** Provide for the participation of the GAC in Human Rights Implementation Assessments or similar procedural steps established for Policy Development Processes (see work from CCWP CRS-HR)

- Following ICANN64 in Kobe and discussions at the IGF Meeting in Paris prior to that, the HRIL WG co-chairs continue to be in touch with the CCWP on Human Rights on a potential Cross Community engagement during ICANN66 in Montreal (setting up a Cross Community Session or High Interest Topic)
- Would the HRIL WG and GAC support such a Cross-Community or High Interest Topic session being organized for ICANN66 in Montreal?

ICANN Org Human Rights Impact Assessment

(HRIA)

Benedetta Rossi, GAC Support Staff

Governmental Advisory Committee

24 June 2019



ICANN Org HRIA Background

- Internal to ICANN Org with focus on daily operations
- Proactive exercise, designed to
 - identify and prioritize the human rights impacts of ICANN org
 - analyze how effectively these impacts are managed
 - develop actions for improvement

Examples of human rights instruments used for this assessment

- The Universal Declaration of Human Rights
- United Nations Core International Human Rights Instruments
- International Labor Organization (Fundamental and Technical) Conventions
- Danish Institute for Human Rights, Human Rights Impact Assessment: Guidance and Toolbox
- United Nations Guiding Principles on Business and Human Rights

Scope

This exercise maps internal org **policies and procedures** in four key areas to their impacts on human rights.

Functional Areas

- ✓ Human Resources
- ✓ Procurement
- ✓ Meetings/Event Planning
- ✓ Security Operations

Examples of Recommendations

Functional Area	Example recommendation (in no particular order)
General	<ul style="list-style-type: none">• Develop and publish human rights statement endorsed by the CEO, expressing ICANN org's general commitment to respect human rights, in line with the bylaws
Human Resources	<ul style="list-style-type: none">• Raise awareness on mental health issues and avenues for seeking support to further support employee health concerns
Procurement	<ul style="list-style-type: none">• Define expectations for vendors in a Vendor Code of Conduct (CoC) based on international standards
Meetings/Event Planning	<ul style="list-style-type: none">• Use established human rights impact reporting mechanisms to research event locations and take steps to mitigate negative impacts where possible
Security Operations	<ul style="list-style-type: none">• Take steps to improve employee awareness of safety and security policies and procedures

What is Next?

Final report is available on ICANN.org:

<https://www.icann.org/news/announcement-2-2019-05-15-en>

- In the year since the assessment was conducted, ICANN org has focused on needed improvements.
- A number of the recommendations were already a part of the organization's progression with some completed, some in progress, and some not on the roadmap for reasons suitable to the organization.
- Susanna Bennett, Senior Vice President and Chief Operating Officer, will lead a cross-functional team that will further this work by evaluating, assessing, and prioritizing the recommendations in order to incorporate the most suitable needs into the ICANN culture and operating plan prioritization.

Engage with ICANN



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- ❑ As of ICANN64, the topic of diversity is included in the HRIL WG's Work plan, following confirmation from HRIL WG Members, GAC Members and GAC Leadership.
- ❑ Output of this task:
 - ❑ to inform the WG and the GAC about the state of diversity,
 - ❑ and potentially highlight any gaps and areas for improvement
- ❑ Next steps - a further study?

- ❑ **Cross Connectivity WG-Accountability-Work Stream 2 Recommendations to Improve ICANN's Diversity, February 2018 - 7 key elements of diversity**
<https://www.icann.org/en/system/files/files/ccwg-acct-ws2-annex-1-diversity-final-recs-27mar18-en.pdf>

- ❑ **ICANN Attendee Profile by Gender**
 - ❑ *ICANN 64: Male: 64%, Female: 27%, Undisclosed: 9%;*
 - ❑ *ICANN 63: Male: 53%, Female: 20%, Undisclosed: 27%*
 - ❑ *ICANN 62: Male: 61%, Female: 25%, Undisclosed: 14%*
 - ❑ *ICANN 61: Male: 55%, Female: 34%, Undisclosed: 11%*
 - ❑ *ICANN 60: Male: 59%, Female: 31%, Undisclosed: 10%*
 - ❑ *ICANN 59: Male: 59%, Female: 31%, Undisclosed: 10%*
 - ❑ *ICANN 58: Male: 59%, Female: 33%, Undisclosed: 8%.*
 - ❑ *ICANN 57: Male: 74%, Female: 20%, Undisclosed: 6%.*
 - ❑ *ICANN 56: Male: 61%, Female: 32%, Undisclosed: 7 %.*

Source: ICANN Meeting "By the Numbers"& Technical Data Report
<https://meetings.icann.org/en/data-reports>

ICANN organization conducted the Gender Diversity and Participation Survey with the ICANN community from 9 June – 8 July 2017

Recommendations:

- ❑ *“The next steps on the issue of gender diversity are to be determined by the community.*
- ❑ *Survey data suggests that some of the following actions and initiatives could be considered:*
 - ❑ *Publish diversity data on the ICANN community.*
 - ❑ *Consider approaches to better inform community members on how to report perceived sexism or gender bias.*
 - ❑ *Provide further capacity development activities for the ICANN community, as well as increased mentorship and leadership programs.*
 - ❑ *Adopt a non-binary approach to gender in all documents and materials.*
 - ❑ *Consider suitable and reasonable voluntary targets to increase gender diversity at ICANN.”*

<https://www.icann.org/resources/pages/gender-diversity-participation-survey-report-2017-10-11-en>

- ❑ *“One billion people, or 15% of the world’s population, experience some form of disability”* (Source: World Health Organization).
- ❑ Convention on the Rights of Persons with Disabilities

- ❑ ICANN Cross-Community Committee on Accessibility efforts
- ❑ ICANN Information Transparency Initiative
- ❑ GAC Website Review Final Report Prepared for ICANN’s Governmental Advisory Committee by ACIG, on December 2014
- ❑ ICANN.org GAC website, Website Transition

- ❑ An accessible website is critical for ensuring an equal access to persons with disabilities.
- ❑ We need to ensure that all GAC materials, especially the GAC Communiqué, abide by accessibility standards.

3.b. Diversity -Accessibility for persons with disabilities

- Web Accessibility Evaluation Tools List - more than 100 tools (without endorsement specific vendor products; products and search criteria are listed with no quality rating), <https://www.w3.org/WAI/ER/tools/>. One example:

The screenshot shows the 'PDF Check Result' page of the eAccessibility PDF checker. On the left is a navigation menu with items: Benchmarking, Benchmarking Results, Checkers Tests, Checker HTML Tests, Checker PDF Tests, FAQ, User testing tool (beta), and Dev Blog. The main content area displays the title 'PDF Check Result' and a note: 'The test carried out by the eAccessibility PDF checker are based on the WCAG 2.0 PDF Techniques.' A prominent red banner states 'Barriers found: 4'. Below this, it shows 'Checked PDF: uploaded file: ICANN64+GAC+Communiqué.pdf' with a 'Check' button and the text 'Check another PDF document'. The 'Time:' is '2019-06-17, 07:45'. At the bottom, it reports 'Applied Tests: Total: 8 , Fail: 4 , Pass: 4'.

Result Details for ICANN64+GAC+Communiqué.pdf

The 'Applied Tests' section features a header with 'Applied Tests' and a sub-header 'Show Fail Pass'. On the right, there are buttons for 'Print all tests' and 'Export as CSV'. A list of tests is shown with their status and count:

Test Name	Status	Count
Running Headers and Footers (Test status: Experimental)	Fail	1
Document Title	Fail	1
Natural Language	Fail	1
Bookmarks	Fail	1
Structure Elements (tags)	Pass	1
Scanned Document	Pass	1
Correct Tab and Reading Order	Pass	1
Document Permissions	Pass	1

A large grey arrow points to the right with the text 'Select a test to display the details'.

- Any Other Business