

SSAC Implementation of Diversity Recommendation 1.1

Recommendation 1: SO/AC/Groups should agree that the following seven key elements of diversity should be used as a common starting point for all diversity considerations within ICANN:

- Geographic/Regional Representation
 - Language
 - Gender
 - Age
 - Physical Disability
 - Diverse Skills
 - Stakeholder Group or Constituency
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- The SSAC Skills Survey was reviewed and updated in 2019 taking into account the CCWG-Accountability-WS2 Final Report Diversity Recommendations this version of the survey was used for the first time in 2020. As well as rationalizing and reordering the questions about technical skills, the 2020 Skills Survey also added to the questions about non-technical skills as well as requesting some demographic data (Country of Residence, Nationality, Languages - spoken and written, Stakeholder background, Technology and work experience in/with other countries and cultures.)
 - Diversity elements NOT collected are gender, age, and disability. This is because these attributes are considered more personal or private and the SSAC focus is to ensure that there are no impediments to or discrimination against members or potential members based on these elements.
 - The SSAC Skills Survey is filled out when applying to join the SSAC and then checked/updated by each member annually.
 - Skills Survey data is aggregated whenever updated and examined/analysed by the SSAC Admin Committee at least annually to identify gaps. Gaps may be in any of the skills and diversity areas and these are shared with all SSAC members to be used in both formal and informal new member outreach. These gaps are also taken into account by the Membership Committee each year when considering new member applications and existing member renewal of 3-year terms. As an example, the 2022 gaps have been identified and publicised as follows:

SSAC New Member Outreach

- SSAC is looking for motivated professionals who have skills in the SSAC skills categories and, in particular, expertise or background in:
 - ISP operations
 - Large-scale measurement
 - Large-scale Registrar Operations

- Cloud/hosting experience
 - Browser Development/Testing
 - Mobile Apps Development/Testing
 - Low bandwidth resource constrained Internet connectivity (eg IoT, SCADA)
 - Red Team experience
 - Law Enforcement experience
 - The SSAC is interested in increasing membership from Africa, Latin America, and Asia-Pacific
 - The SSAC is interested in increasing membership from an academic background
- It is certainly feasible to aim to minimise gaps in skills and diversity, but, given the nature of the SSAC's work and the composition of the global community from which it draws its members, it is not always realistic to achieve this in a trusted group of volunteers with a SSR focus.