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Diversity is not an option

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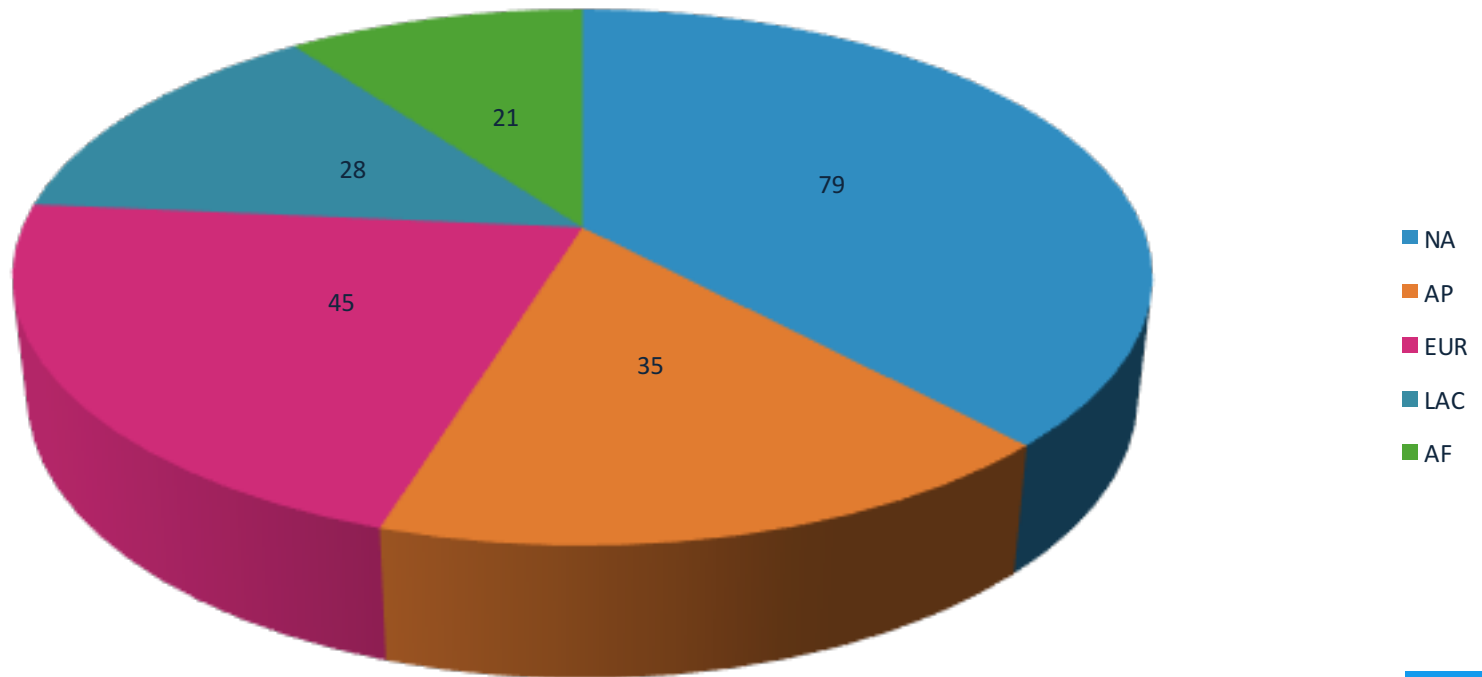
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- ✓ Maximum participation and transparent deliberations of all the stakeholders concerned are needed in order to reflect the diversity of the points of views constituting the general (global) interest in a given situation.

Data collection - 190 « Icann community leaders »

- ✓ The current set of data includes 190 individuals, which had at least one the following roles within ICANN at the time of collection (April 2016) :
 - Board Director
 - Supporting Organization or Advisory Committee member of the Council or equivalent body
 - gNSO Constituency Executive Committee or Bureau member
 - Nominating Committee member
 - CCWG-Accountability members

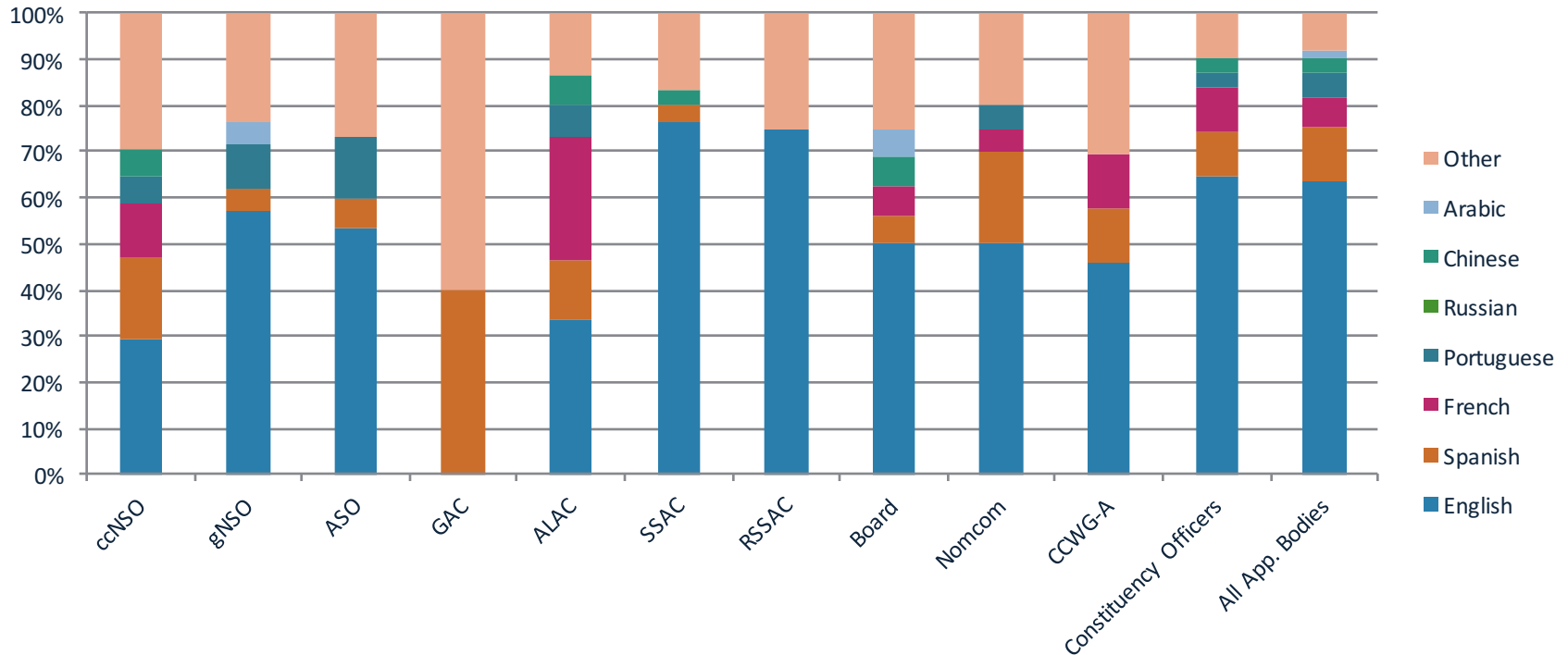
Icann community is not (yet ?) fully global

Icann Leaders by Region



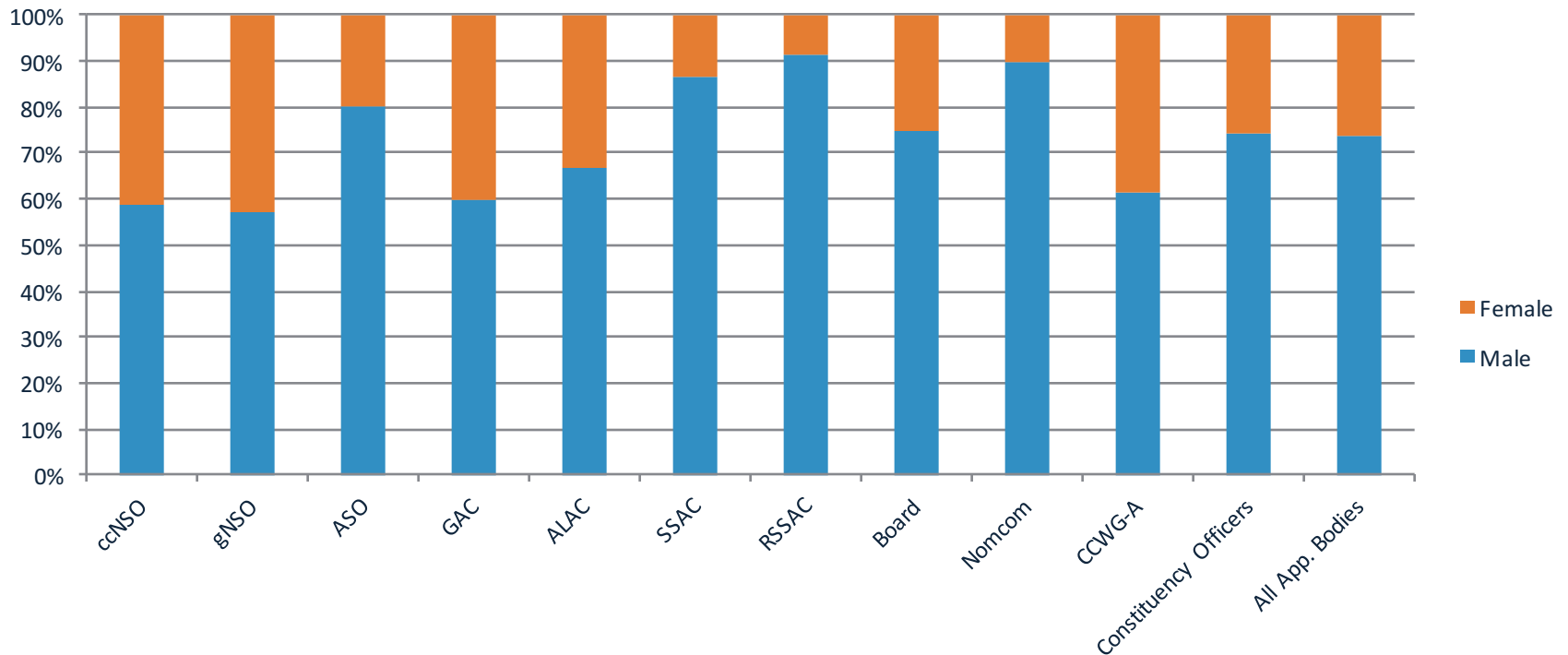
Is being a native English speaker a requirement to be an Icann leader ?

App. Bodies Native Language



Why so few women in SSAC, RSSAC and... NomCom ?

App. Bodies gender



Some thoughts for WS2

Regional balance works (only ?) when they are a bylaws requirement

How can we ensure we do not value fluency (in English) over fair representation of stakeholders when selecting leaders ?

IETF, ITU and many other organizations are facing the same issues and launched initiatives

What steps of usual diversity enhancement initiatives should we recommend :

- Data collection and monitoring
- Review culture and practices for bias
- Set ambitious targets
- Define incentives or penalties
- Education (especially for leaders)
- Set quotas

We can also act NOW!

Put diversity on the agenda in your respective groups

Include diversity as a decision making criteria in every appointment process

Point out publicly diversity issues when they occur (« manels », WG co-chairs from single country...)

Merci !

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