

Diversity at ICANN

16 December 2016

The following slides present a snapshot of gender and geographic diversity at ICANN and include information on the ICANN community, Board, Personnel, and Programs.

Diversity at ICANN

1

ICANN Community

2

ICANN Online
Community

3

ICANN Board

4

ICANN Personnel

5

ICANN Programs

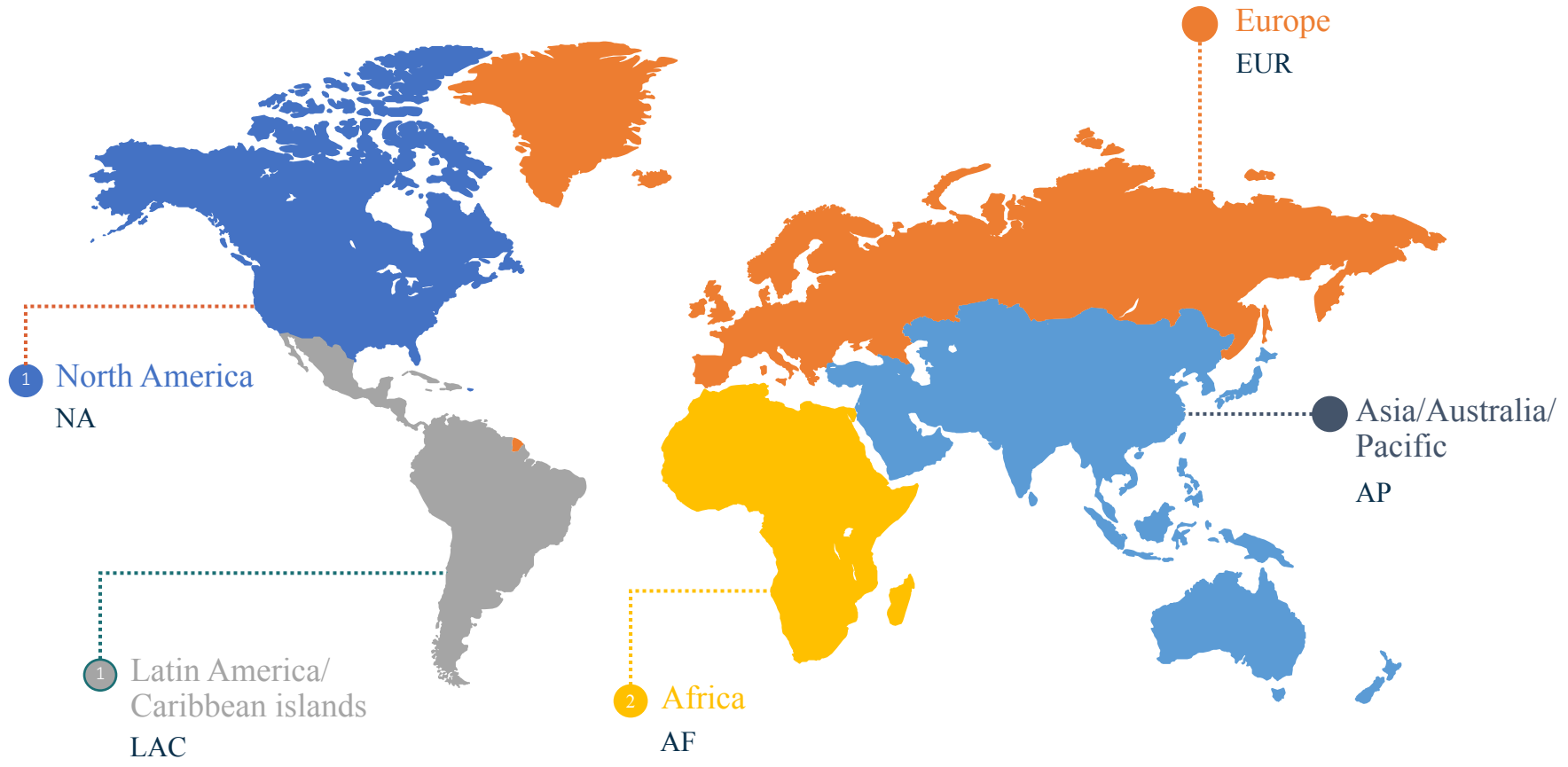
6

ICANN Languages

Diversity Data Collection

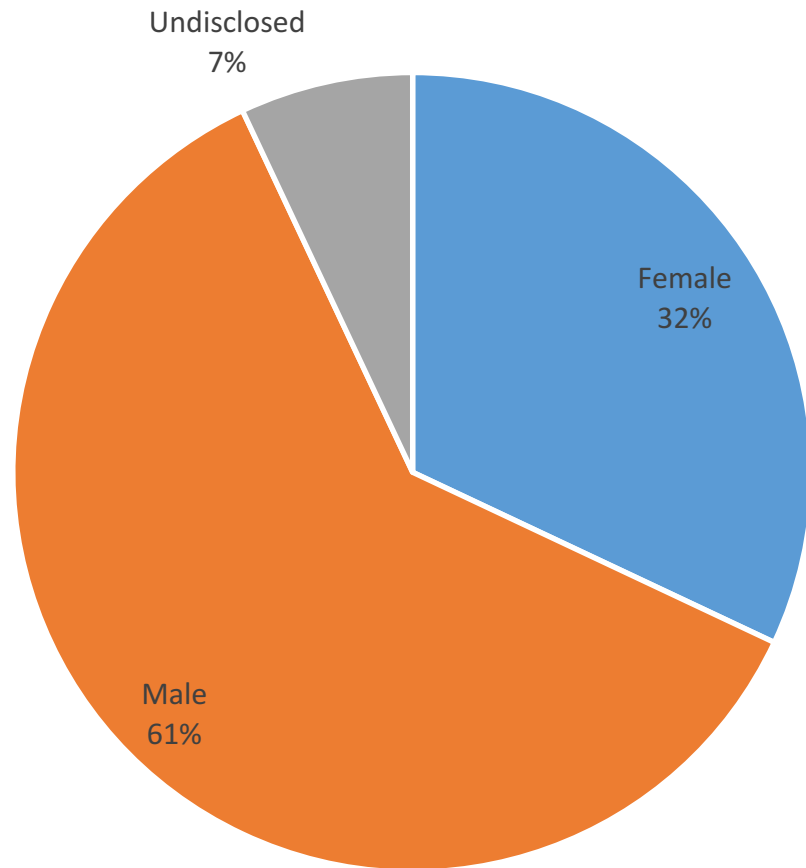
- The data reflected here is derived from pre-existing surveys. As the original data sources were not available for this exercise, minor overlaps and inaccuracies may exist. Data points are identified using the most appropriate resources available, which are often based on self-reporting or selection.
- It would be beneficial in the future to use 'countries' as a data field to determine region, so that if regional distinctions evolve, realignment of data will be easier and more accurate.
- A more nuanced approach to gender data is necessary. Developing the means by which to collect data where individuals can self-identify male, female or a third 'other' option will enable us to examine gender statistics in less binary terms. Technically, the term 'gender' refers to societally or culturally delineated masculine and feminine characteristics while the term 'sex' refers to biological differences. Realigning the terms at this stage of the research could be more specific, inclusive, and constructive.

ICANN Regions

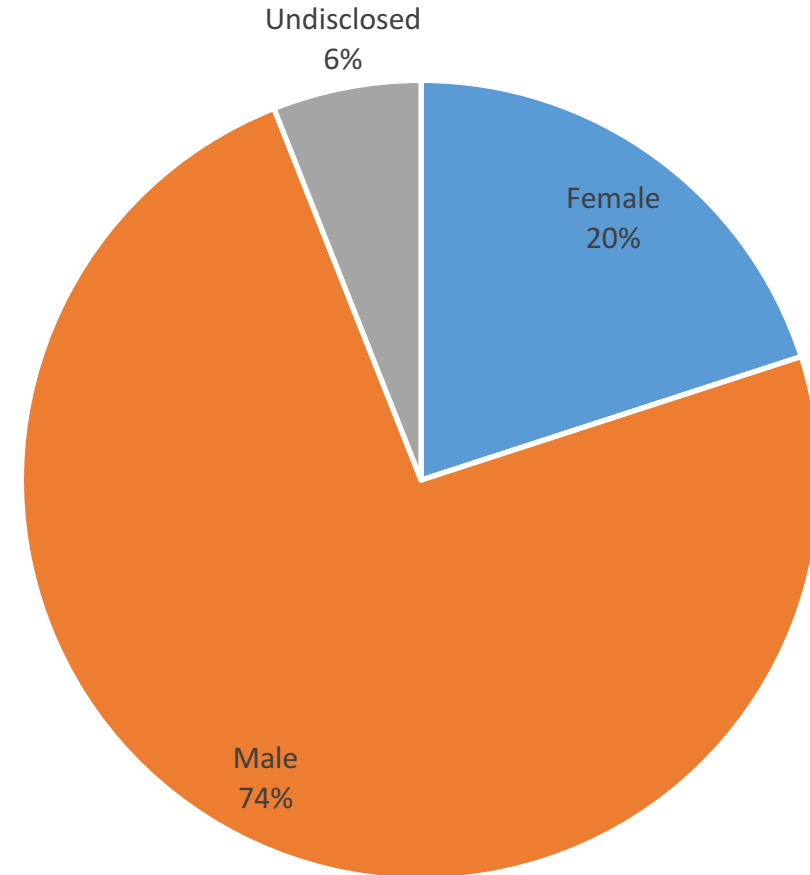


ICANN Community | ICANN Meeting Participants – Gender

ICANN56: Helsinki
(1,436 attendees)



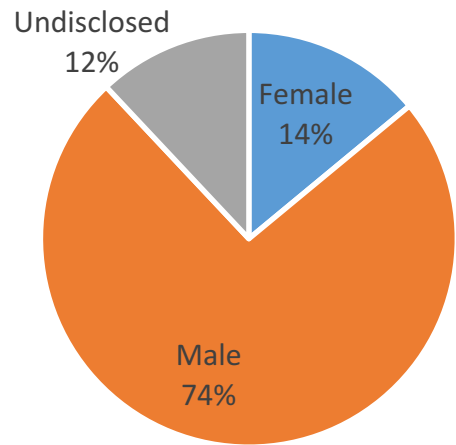
ICANN57: Hyderabad
(3,182 attendees)



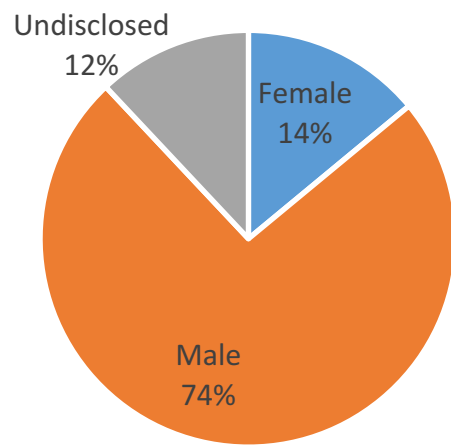
These charts are based upon self-selected meeting registration data.

ICANN Community | ICANN57 Meeting Participants – Gender

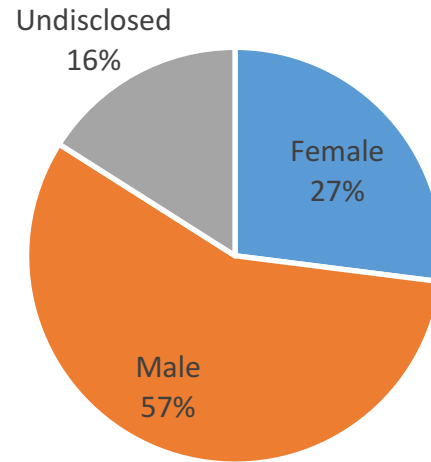
Africa
(113 attendees)



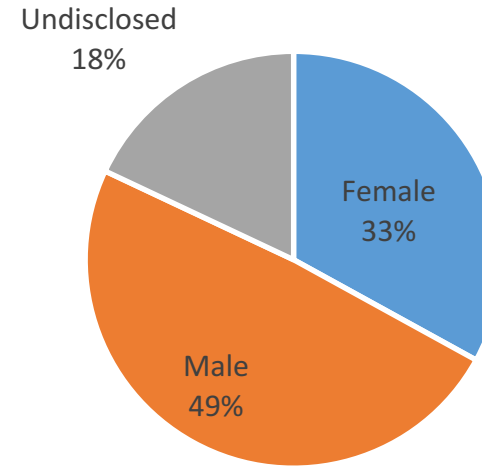
Asia/Australia
(4,362 attendees)



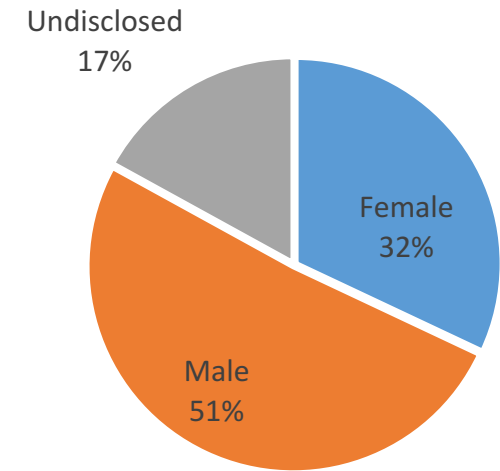
Europe
(330 attendees)



Latin America/Caribbean
(104 attendees)



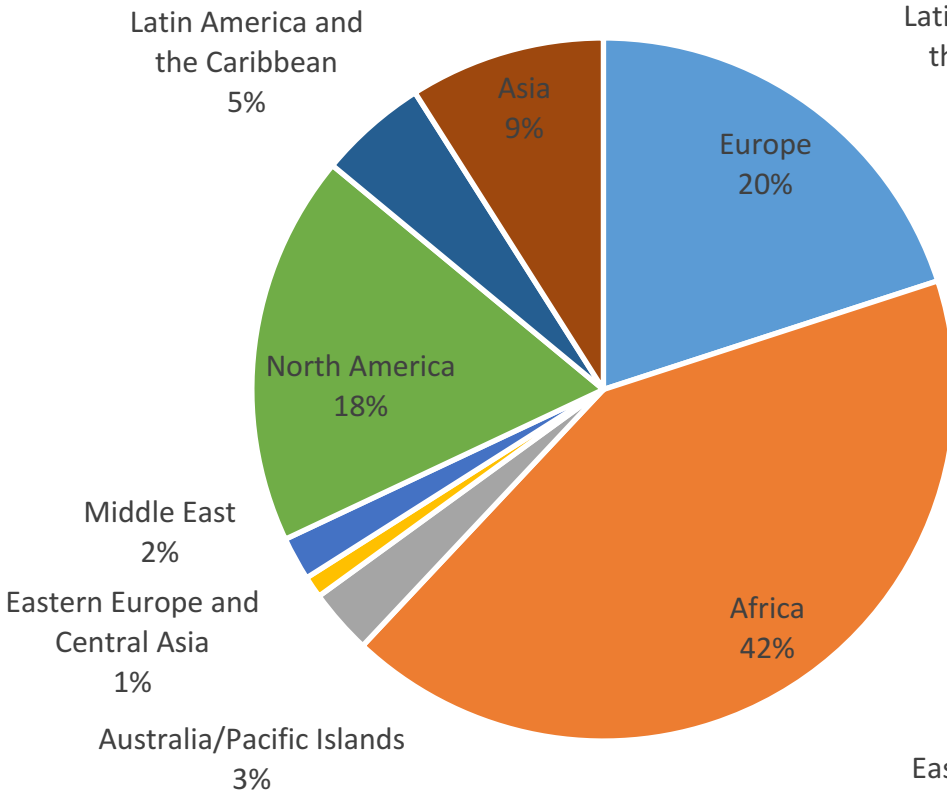
North America
(453 attendees)



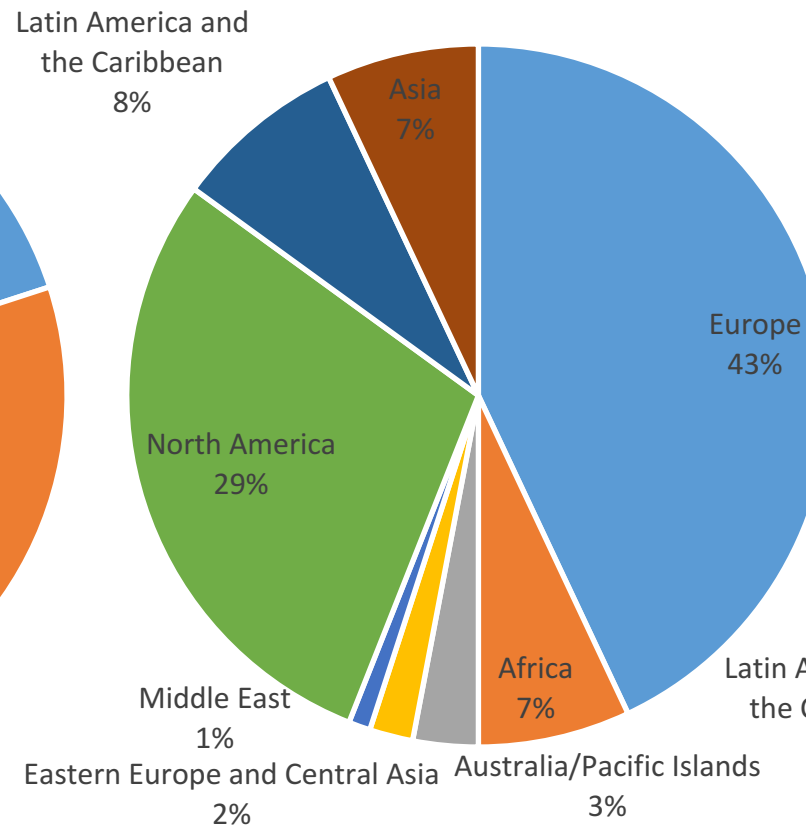
These charts are based upon self-selected meeting registration data.

ICANN Community | ICANN Meeting Participants – Region

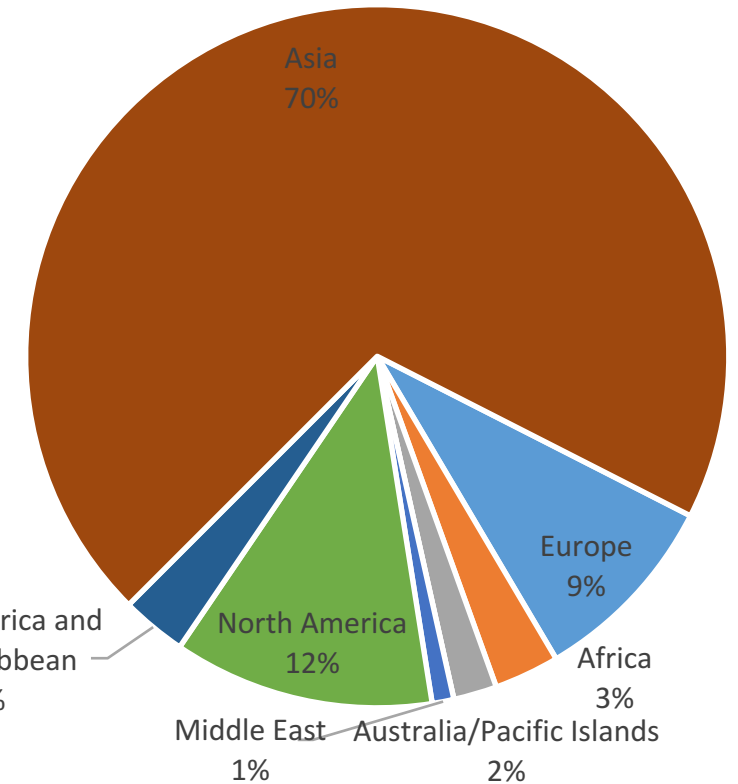
ICANN55: Marrakech
(2,273 attendees)



ICANN56: Helsinki
(1,436 attendees)



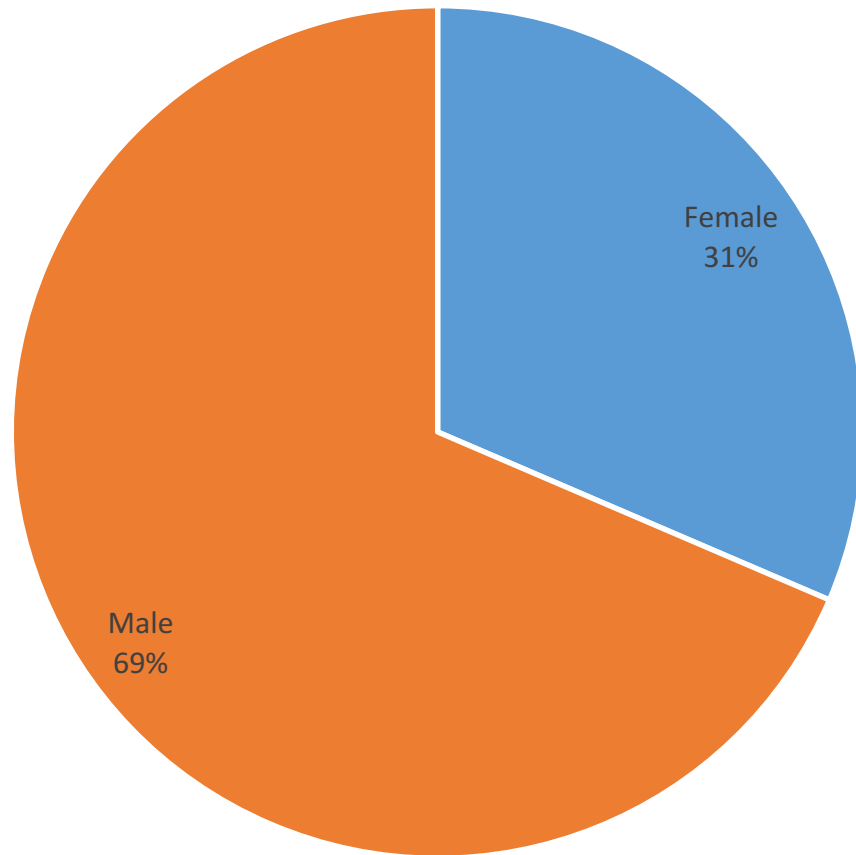
ICANN57: Hyderabad
(3,182 attendees)



These regional categories are based on existing reports and therefore include more than the five ICANN regional categories; reports are drawn from self-selected meeting registration data.

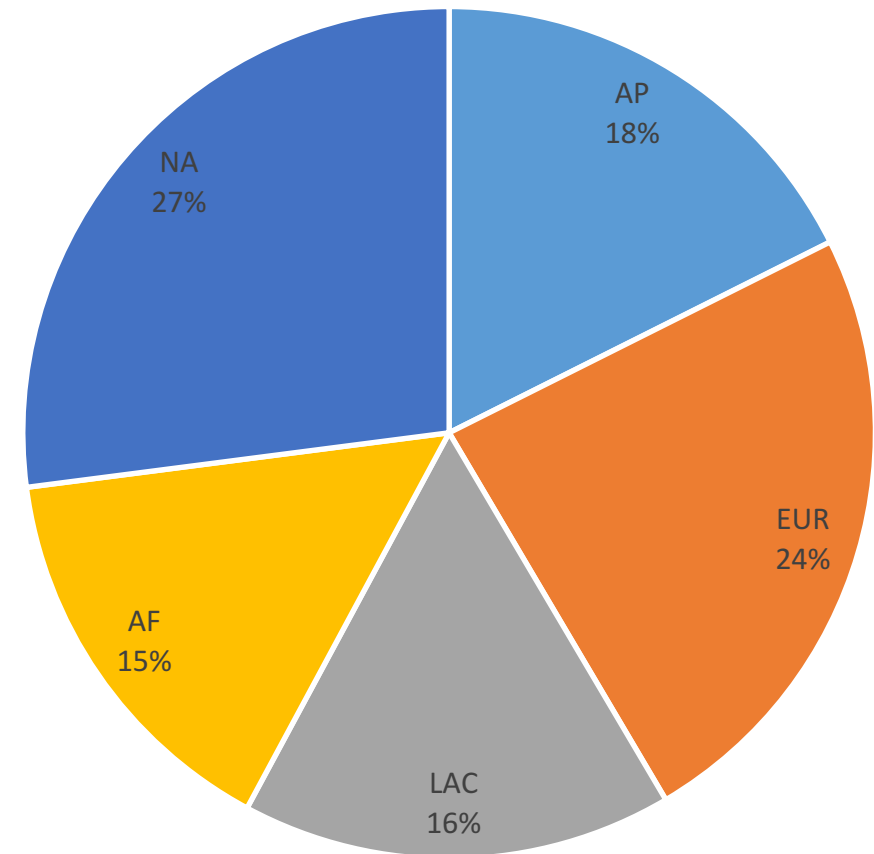
ICANN Community | SO / AC Leadership Composition, Oct. 2016

Gender



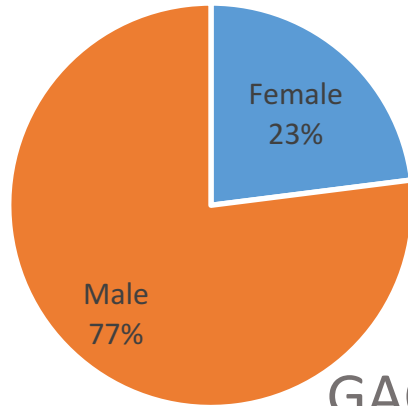
Total SO/AC
Leaders: 159
individuals

Region

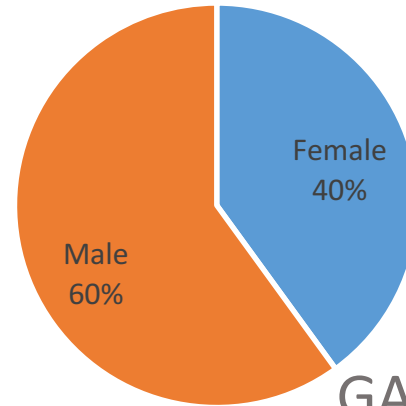


ICANN Community | GAC – Gender and Region, Oct. 2016

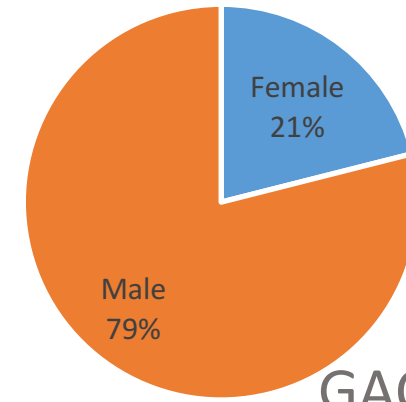
GENDER



GAC Member Representatives (322)

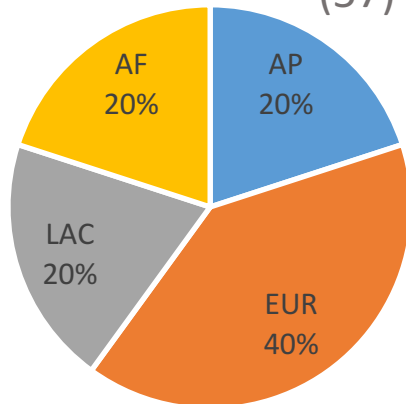
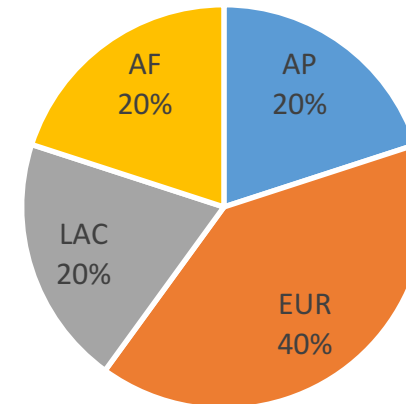
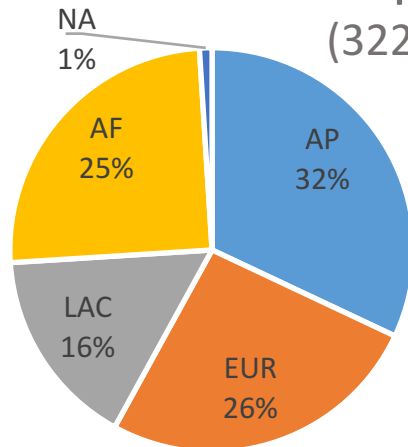


GAC Leaders (5)



GAC Observer Representatives (57)

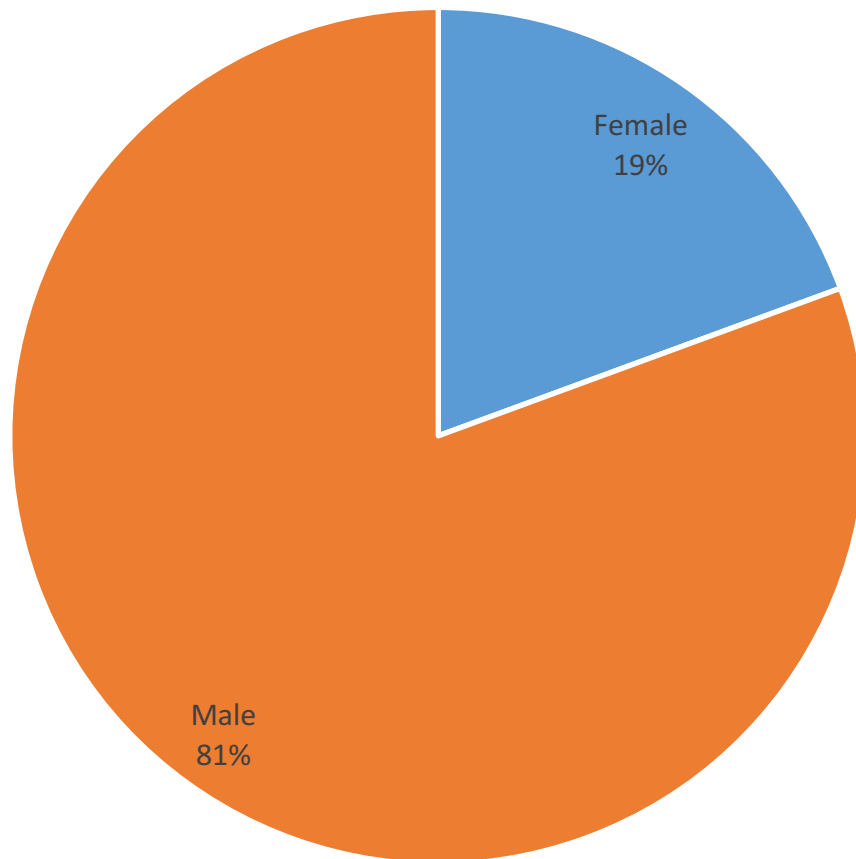
REGION



GAC data reflects individuals involved, not member countries; some countries have more than one representative. Regional diversity as represented here reflects place of work, not citizenship.

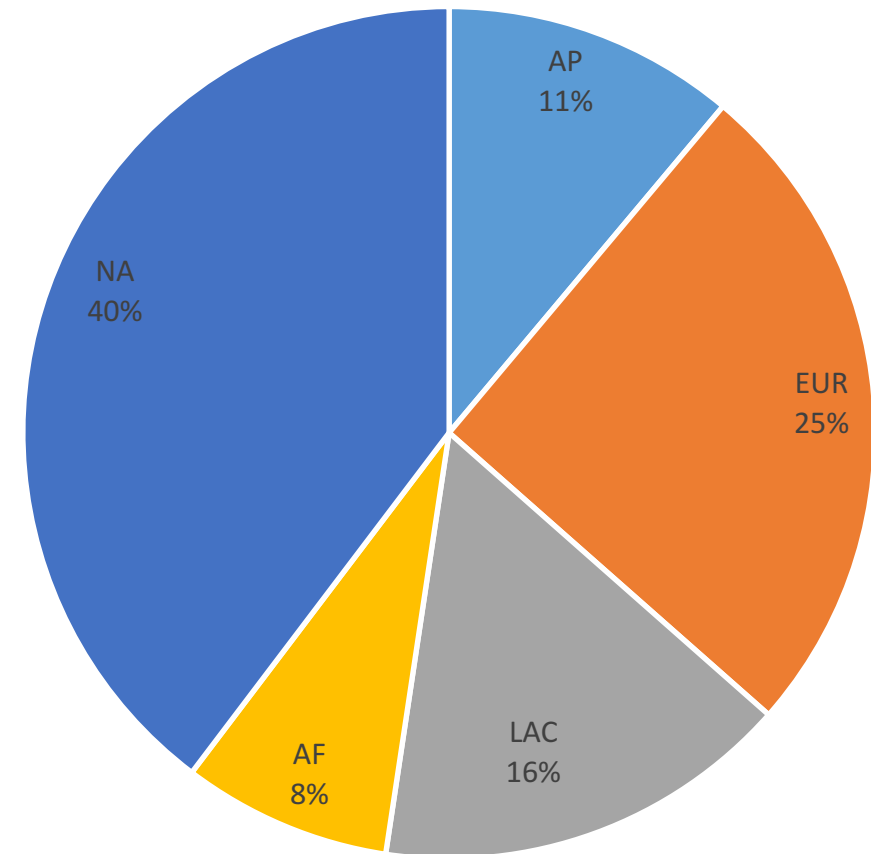
ICANN Community | Review Teams – Gender and Region (Total)

Gender



Total: 67 individuals

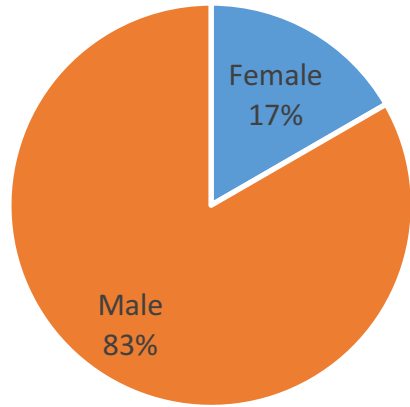
Region



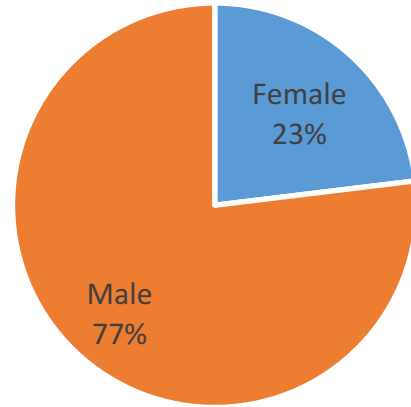
Review Teams counted are specified on the following slide.

ICANN Community | Review Teams – Gender and Region

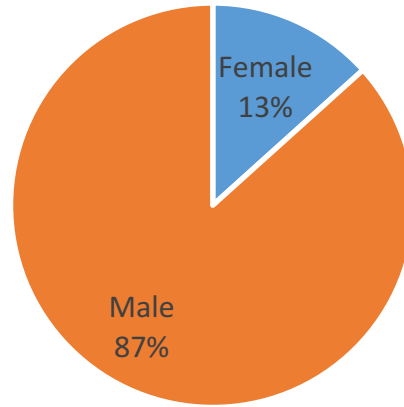
GENDER



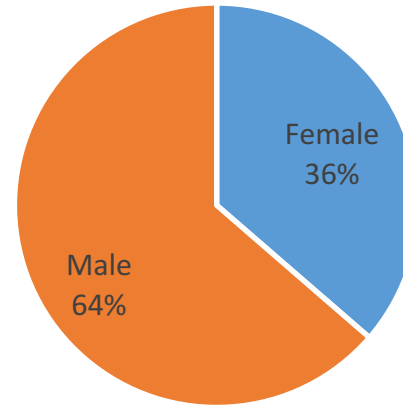
ATRT1 (12)



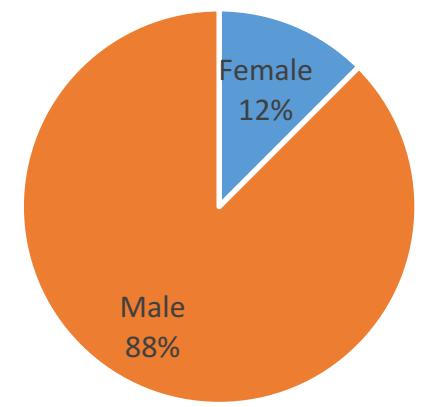
ATRT2 (13)



CTT (15)

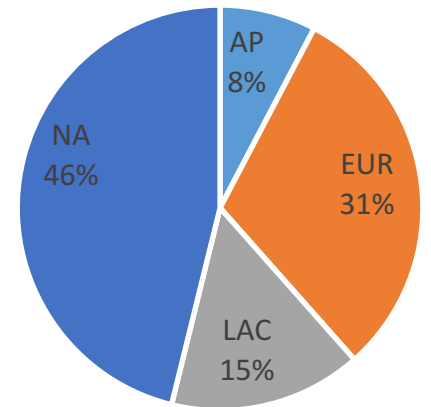
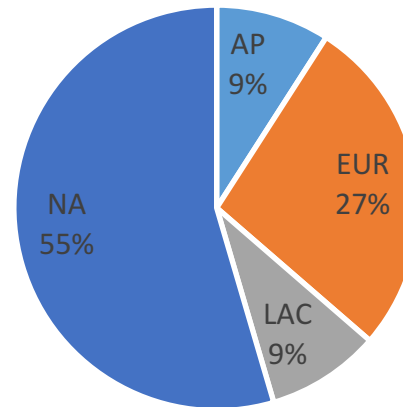
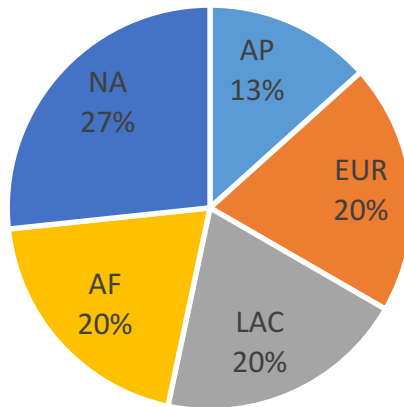
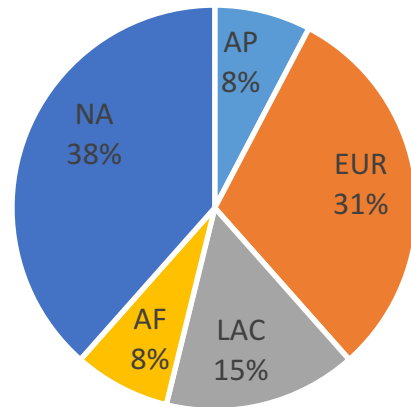
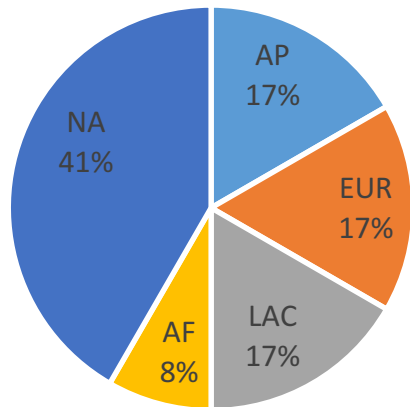


WHOIS1 (11)



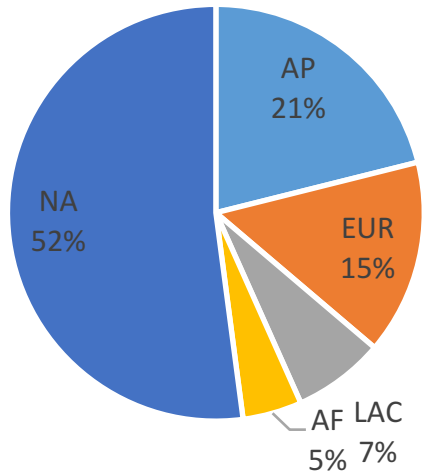
SSR1 (16)

REGION

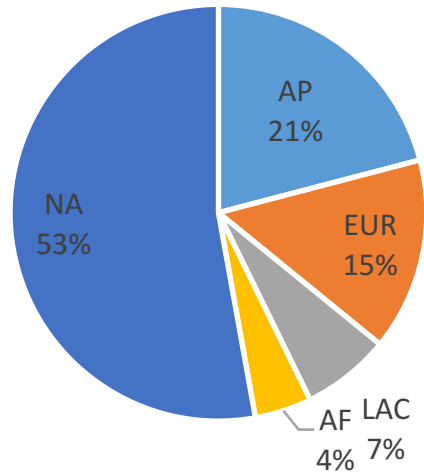


ICANN Online Community | ICANN.org: Total Profiles Created – Region

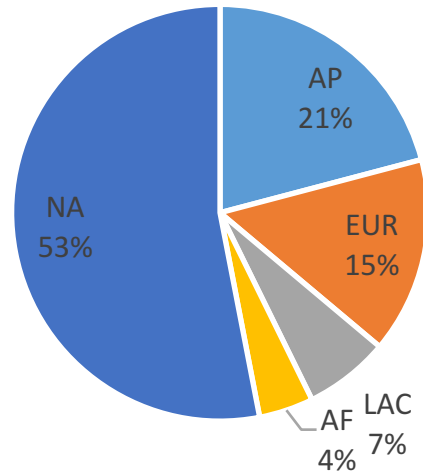
June
(5,266 profiles)



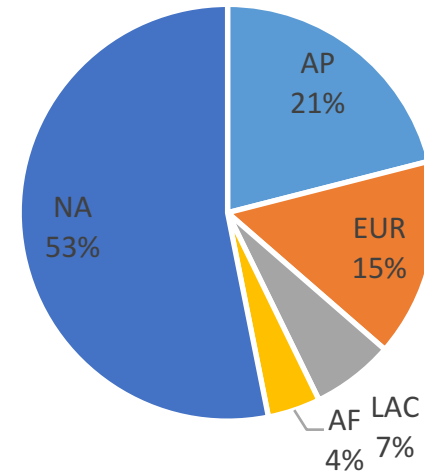
July
(5,577 profiles)



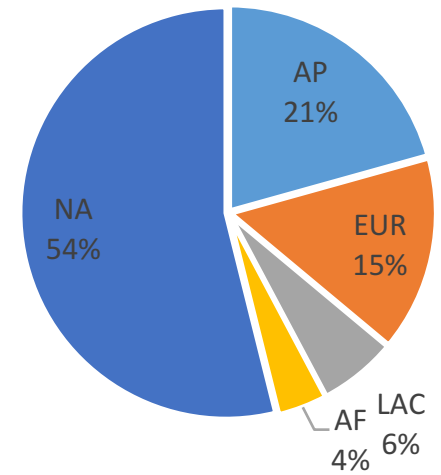
August
(5,887 profiles)



September
(6,191 profiles)

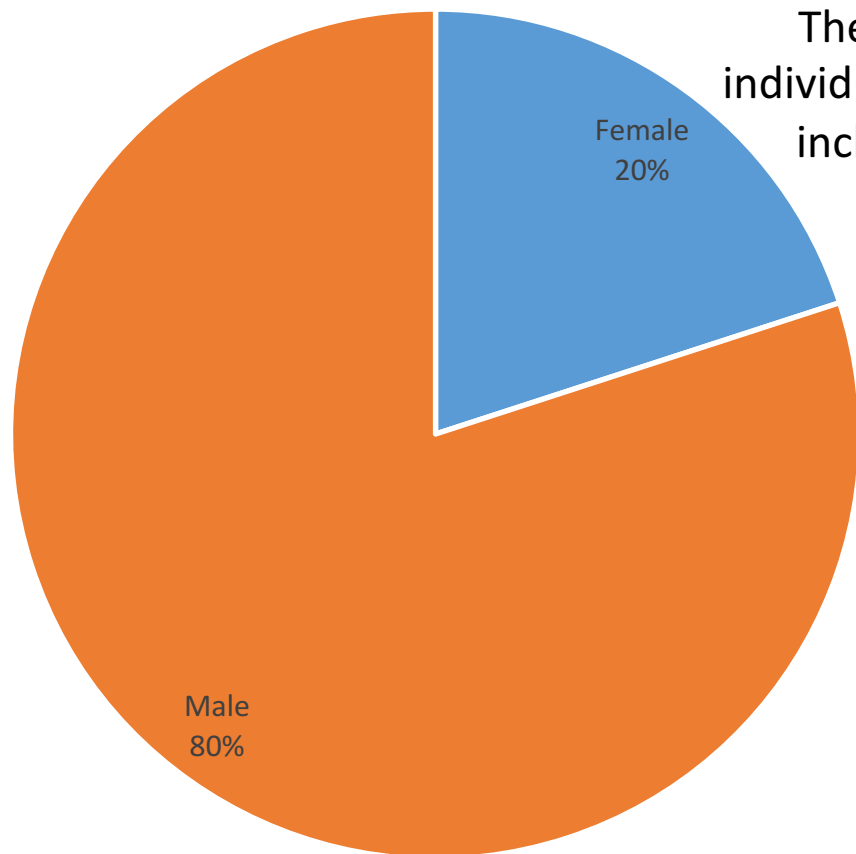


October
(6,588 profiles)



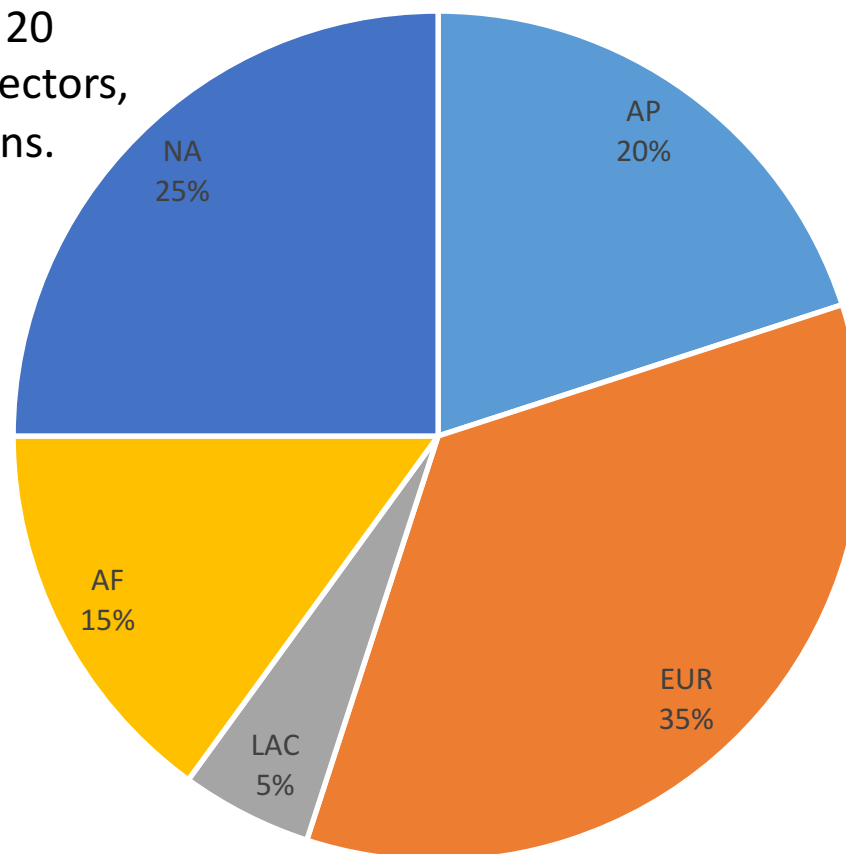
This data reflects total profiles created on icann.org where regions are self-selected.

Gender



These graphs represent all 20 individuals on the Board of Directors, including non-voting Liaisons.

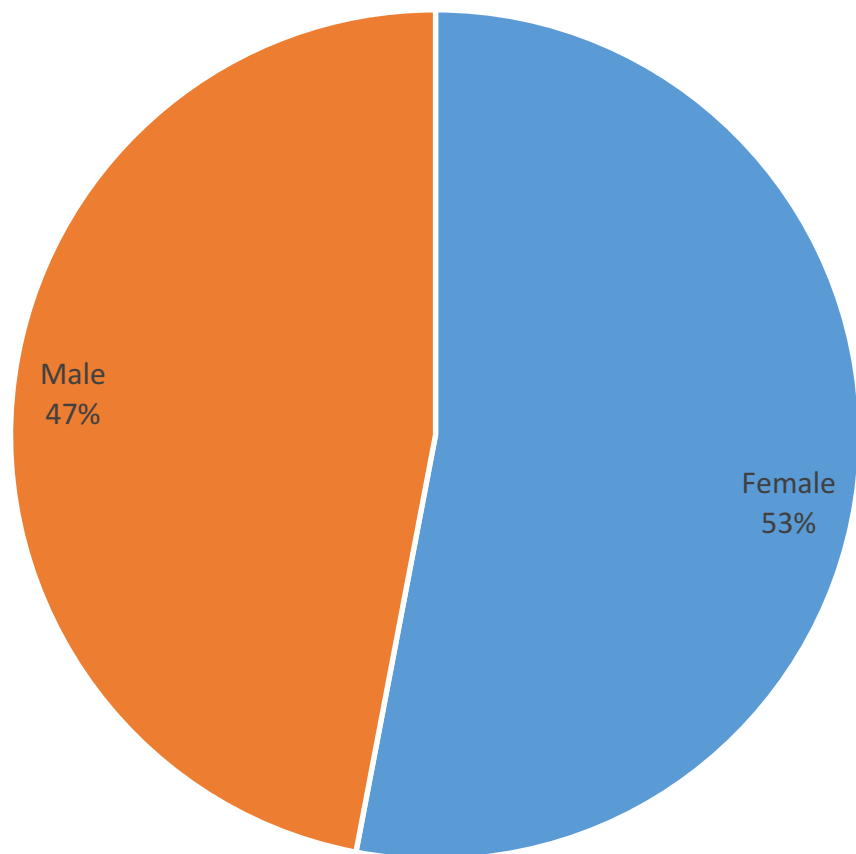
Region



Regional diversity is based upon citizenship used for the purposes of the diversity calculation required at Section 7.2(b) of the ICANN Bylaws.

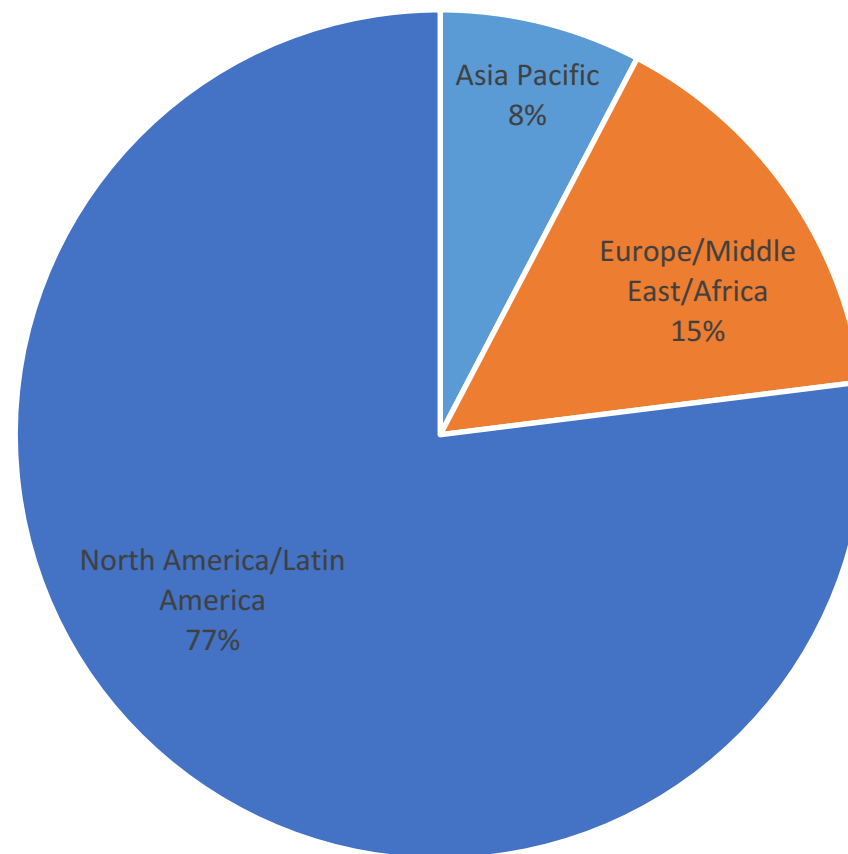
ICANN Personnel | Gender and Region, Nov. 2016

Gender



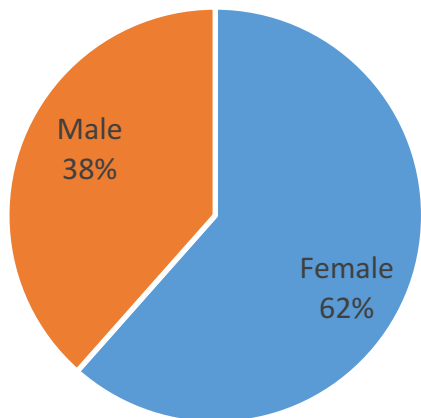
These graphs represent 365 full-time employees, the total personnel as of 30 November.

Region

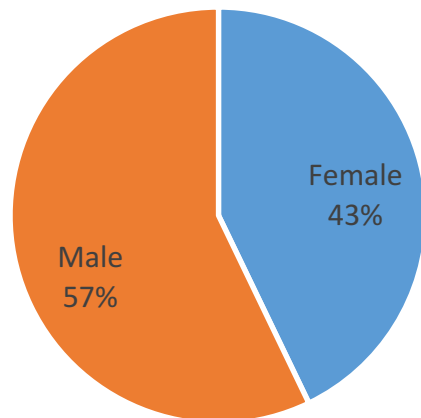


This data is based on existing reports that utilize three regional categories and represents place of work.

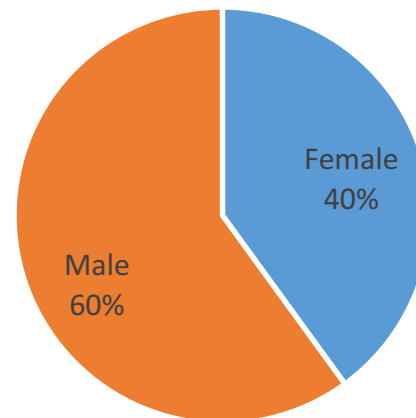
ICANN54
(13 participants)



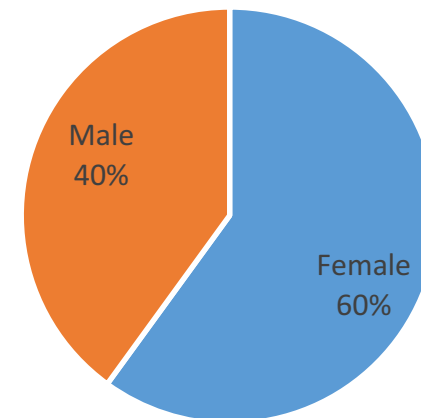
ICANN55
(28 participants)



ICANN56
(15 participants)



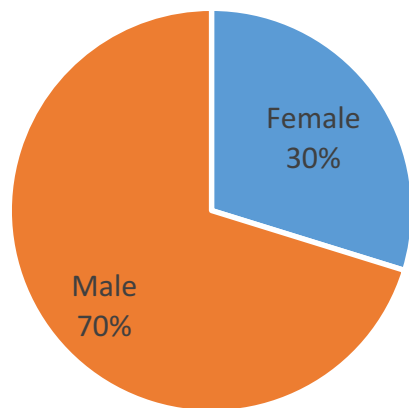
ICANN57
(15 participants)



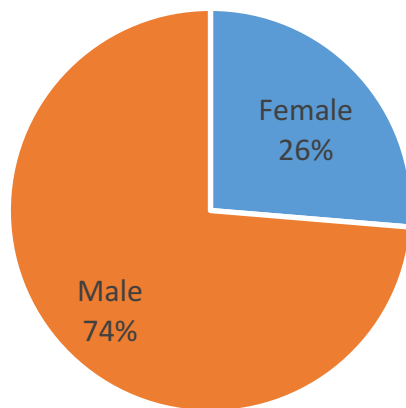
Regional data is not presented for the NextGen program because participants are drawn from the region of the Meeting.

ICANN Programs | Fellowships – Gender and Region

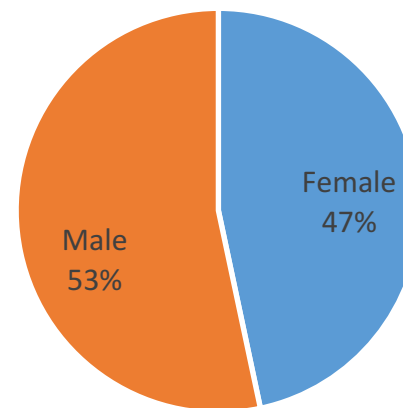
GENDER



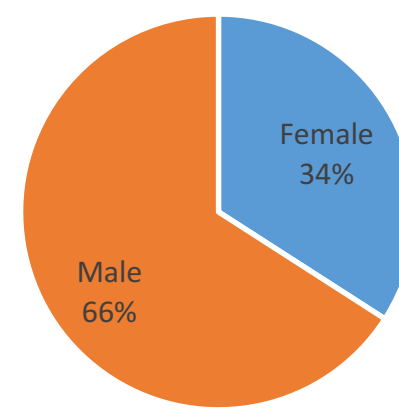
ICANN54 (47 fellows)



ICANN55 (38 fellows)

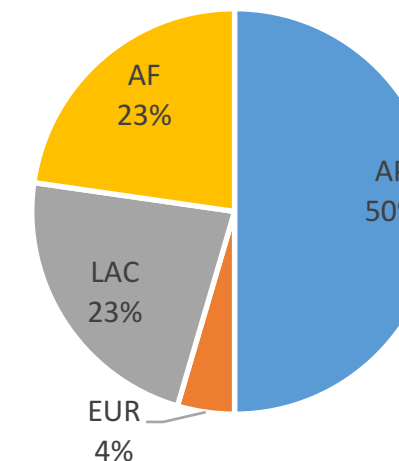
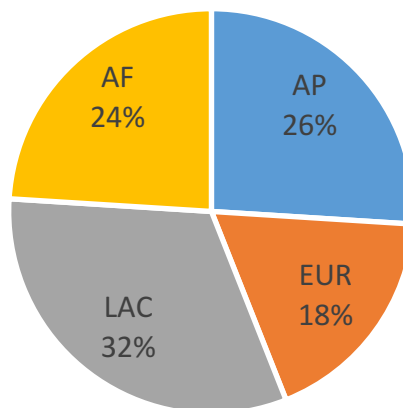
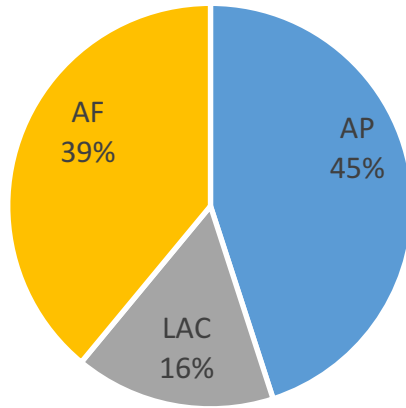
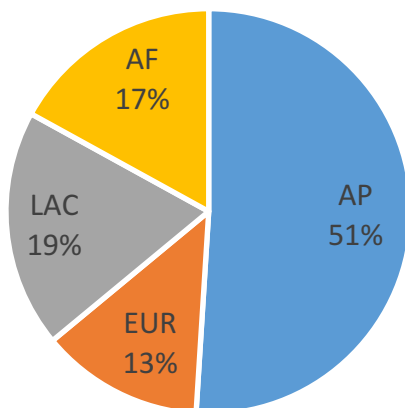


ICANN56 (31 fellows)



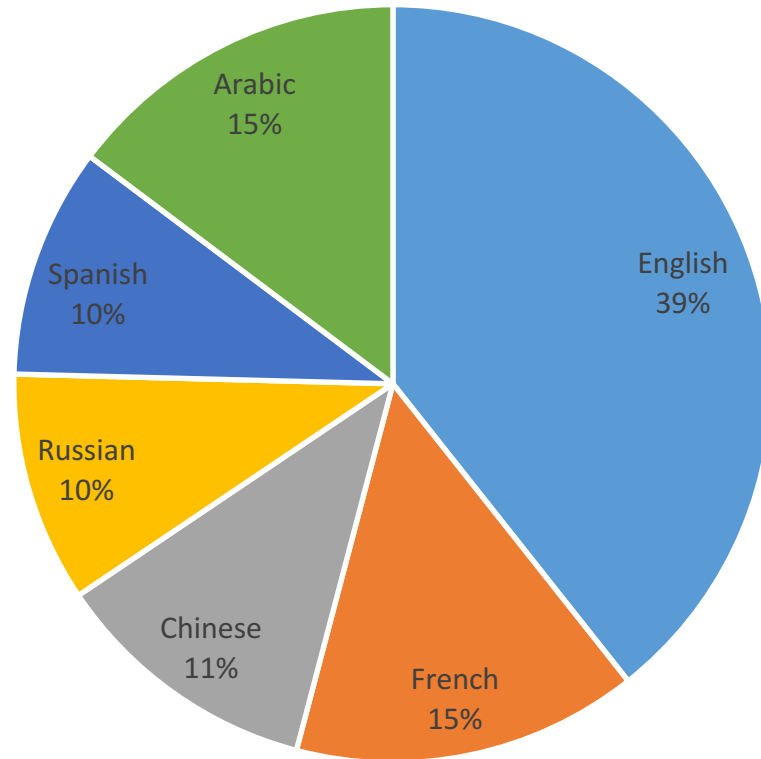
ICANN57 (44 fellows)

REGION



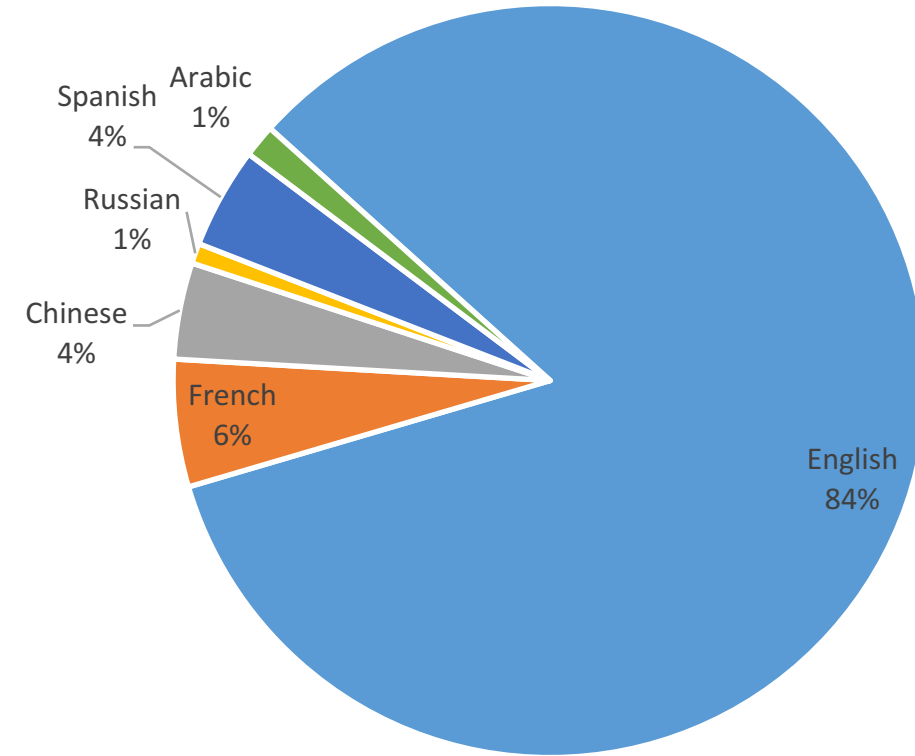
ICANN Learn Courses:

52 courses offered
in 6 languages

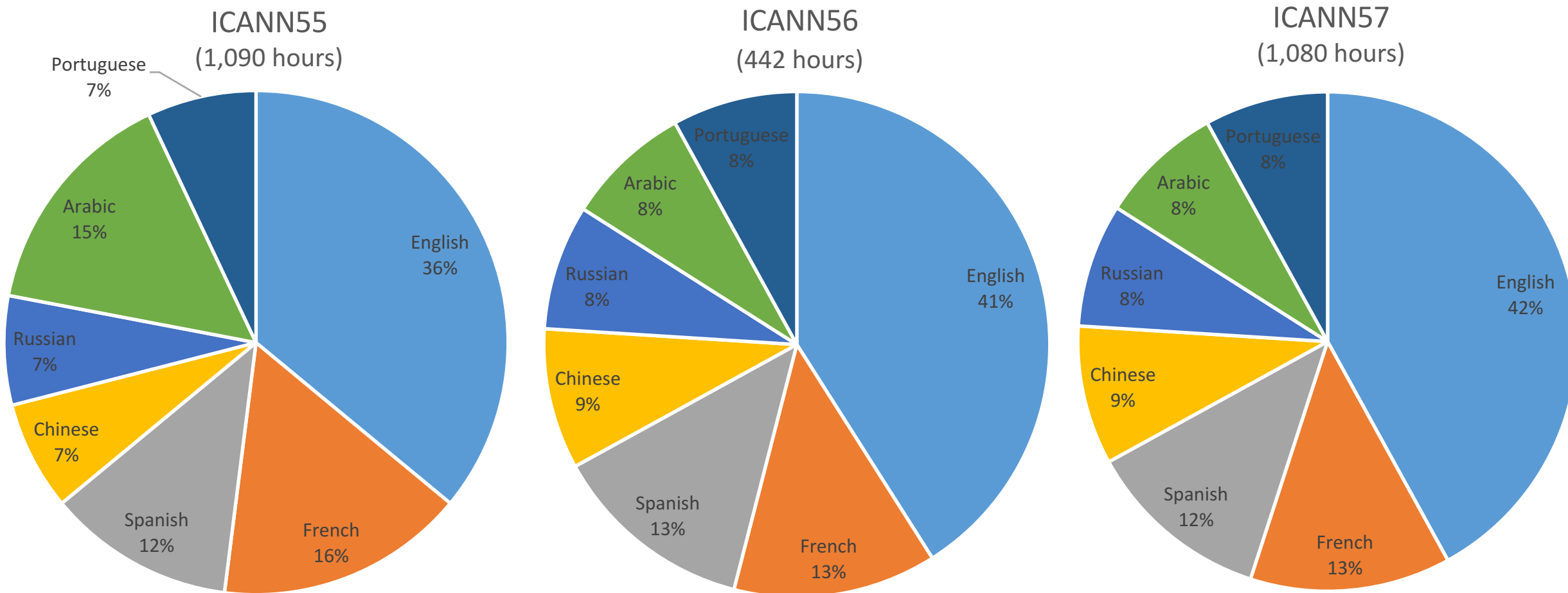


ICANN Learn Users:

2400+ registered users
(percentage of users registered
to each language platform)



ICANN Community | Meeting Remote Participation - Languages



ICANN records Meeting sessions through Adobe Connect and posts them after the session concludes. Audio links for all languages are also provided when available. This data shows total recorded hours (original and translated).