**Diversity Data: Sources, Challenges & Opportunities**

The information below provides additional details on the sources of gender and geographic data across ICANN that was provided as input into WS2 on Diversity. It also outlines some of the challenges and opportunities that could help inform the community’s discussion on next steps.

**Data Sources by Category**

**Meeting Participants**

* Gender identified by salutation on registration forms
* Region identified by registration forms
* 8 regional categories are used
* Data is available publicly in the [ICANN55 Technical Report](https://www.icann.org/news/blog/explore-our-first-icann-post-public-meeting-technical-report), the [ICANN56 Technical Report](https://www.icann.org/news/blog/icann56-technical-report-now-available), and the [ICANN57 Technical Report](file:///Users/meghan.healy/Downloads/icann57_technical_report_-_by_the_numbers_web%20(1).pdf)

**SO/AC Leadership Composition**

* Gender and region identified by membership data available online
* Regional diversity reflects place of work
* This data reflects ICANN Policy Development Community Leaders of Supporting Organizations (SOs), Advisory Committees (ACs), Regional At-Large Organizations (RALOs), and Executive Committees.
* This leadership reflects the data of 159 individuals, including: ASO Council Chair and Vice Chairs; Address Council Members; ccNSO Council Chairs and Vice Chairs; ccNSO Council Members; GNSO Council Chair and Vice Chairs; GNSO Council Members; ALAC Leadership Team; ALAC Members; GAC Leadership Team; RSSAC Chairs; SSAC Chair and Vice Chair; AFRALO Leadership; APRALO Leadership; EURALO Leadership; LACRALO Leadership; NARALO Leadership; Registries Stakeholder Group Executive Committee; Registrars Stakeholder Group Executive Committee; Commercial Stakeholder Group Executive Committee; Non-Commercial Stakeholder Group Executive Committee; Business Constituency Executive Committee; Intellectual Property Constituency Executive Committee; Internet Service Providers and Connectivity Providers Constituency Executive Committees; Non-Commercial Users Constituency Executive Committee; and Not-for-Profit Operational Concerns Constituency Executive Committee.
* Further information can be found on each group’s webpage; for example, more information on the Address Council is available [here](https://aso.icann.org/advisory-council/address-council-members/).

**Governmental Advisory Committee**

* Gender and region identified by membership data available online
* Regional diversity as represented here reflects place of work, not citizenship
* GAC membership consists of national governments and distinct economies recognized in international fora; there are currently 171 [GAC Members](https://gacweb.icann.org/display/gacweb/GAC+Representatives). The current [GAC Leadership](https://gacweb.icann.org/display/gacweb/GAC+Leadership) consists of one Chair and four Vice Chairs. Multinational governmental and treaty organizations and public authorities serve as [Observers](https://gacweb.icann.org/display/gacweb/GAC+Observers), of which there are currently 35. This data reflects individuals involved, not member countries or organizations; some countries or organizations have more than one representative. As such, the data reflects 322 Members, 5 Leaders, and 57 Observers.

**Review Teams**

* Gender data was gathered from membership information available online; regional data was gathered from Statements of Interest.
* ATRT1 had 12 team members; ATRS2 had 13; Consumer Metrics (CTT) has 15; WHOIS1 had 11; and SSR1 had 16. Further information is publicly available; for example, information on the members of ATRT1 is listed [here](https://www.icann.org/resources/pages/governance/composition-en).

**Online Community**

* This data indicates the total profiles created over five months, in which regional categories are self-selected.

**Board**

* This data represents all 20 individuals on the [Board of Directors](https://www.icann.org/resources/pages/board-of-directors), including non-voting liaisons
* Regional diversity is based upon the citizenship used for the purposes of the diversity calculation required at Section 7.2(b) of the ICANN Bylaws

**Personnel**

* This data represents 365 full-time employees, the total personnel as of 30 November 2016. The figures are based on existing reports, which utilize three regional categories; the data represents place of work. HR designates the gender based on the profile applicants create during the hiring process. Staff may self-select gender; however, only binary options are given.
* Data is publicly available under section 3.3 of the Progress [dashboard](https://www.icann.org/progress)

**NextGen**

* Gender is self-declared; however, only binary options are given.
* Regional data is not presented for the NextGen program because participants are drawn from the region of the Meeting

**Fellowships**

* Gender is self-declared; however, only binary options are given.

**ICANN Learn**

* ICANN Learn features 52 courses offered in 6 languages. Data represents 2400+ registered users and displays the percentage of users registered to each language platform.

**Languages**

* Recordings of meetings are posted through Adobe Connect after the session concludes, and audio links for all languages available for a session are also provided. This data shows total recorded hours (original and translated) for the last three ICANN meetings.

**Data Collection Challenges & Opportunities**

* Gender:
  + Gender is not always self-selected. Best practice would be to have all individuals self-select their gender.
  + Gender selection is often presented as a binary. Best practice would be to include male/female/other fields.
  + Gender data compiled from salutations in meeting registration data is self-selected. However, titles, such as Dr. or Professor, are aggregated into the ‘other’ category along with blank or non-selected entries. Best practice would be to offer a gender field in registration forms that provides male/female/other options; this field could either be required or optional.
* Region:
  + Human Resources uses three regional categories and Meetings uses eight regional categories. Best practice would be to identify a benchmark (i.e. ICANN regions) so that data collected is consistent across the ICANN community.
  + Most ICANN groups collect regional information only; if the regions change, that data would become unhelpful. If raw data were collected instead – such as the country –the data can be reprocessed as necessary to align with any potential changes in ICANN’s regional categories.