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

Gender

- Male: 69%
- Female: 31%

Total SO/AC Leaders: 159 individuals

Region

- NA: 27%
- EUR: 24%
- AP: 18%
- AF: 15%
- LAC: 16%
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.
Gender

- Male 81%
- Female 19%

Region

- NA 40%
- EUR 25%
- AP 11%
- LAC 16%
- AF 8%

Total: 67 individuals

Review Teams counted are specified on the following slide.
ICANN Community | Review Teams – Gender and Region

**GENDER**

- Male: 83%
- Female: 17%

- Male: 77%
- Female: 23%

- Male: 87%
- Female: 13%

- Male: 64%
- Female: 36%

- Male: 88%
- Female: 12%

**REGION**

- ATRT1 (12)
  - NA: 41%
  - EUR: 38%
  - LAC: 17%
  - AF: 8%

- ATRT2 (13)
  - NA: 8%
  - EUR: 27%
  - LAC: 9%
  - AF: 20%

- CTT (15)
  - AP: 13%
  - EUR: 20%
  - LAC: 20%
  - NA: 55%

- WHOIS1 (11)
  - AP: 9%
  - EUR: 27%
  - LAC: 9%
  - NA: 55%

- SSR1 (16)
  - AP: 8%
  - EUR: 31%
  - LAC: 15%
  - NA: 46%
This data reflects total profiles created on icann.org where regions are self-selected.
These graphs represent all 20 individuals on the Board of Directors, including non-voting Liaisons.

Regional diversity is based upon citizenship used for the purposes of the diversity calculation required at Section 7.2(b) of the ICANN Bylaws.
These graphs represent 365 full-time employees, the total personnel as of 30 November.

Gender
- Male: 47%
- Female: 53%

Region
- North America/Latin America: 77%
- Europe/Middle East/Africa: 15%
- Asia Pacific: 8%

This data is based on existing reports that utilize three regional categories and represents place of work.
ICANN Programs | NextGen – Gender

Regional data is not presented for the NextGen program because participants are drawn from the region of the Meeting.
ICANN Programs | ICANN Learn – Languages

ICANN Learn Courses:
- 52 courses offered in 6 languages

ICANN Learn Users:
- 2400+ registered users (percentage of users registered to each language platform)
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).