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Sébastien Bachollet

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Sébastien Bachollet

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Betsy Andrews

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Sébastien Bachollet

Presentation of the Leadership Diversity Survey

Sébastien Bachollet

Background

- We conducted a significant amount of background research – based on a review of the ICANN website, wiki, LinkedIn, etc – in order to look at trends in the make-up of the ICANN Board

- Some initial observations:
  - ICANN Board skews male, particularly at the level of chair and CEO
  - Board skews North American and European
  - Most Board members spent fewer than five years on the Board
  - Common sectors for Board members: business or academia/tech
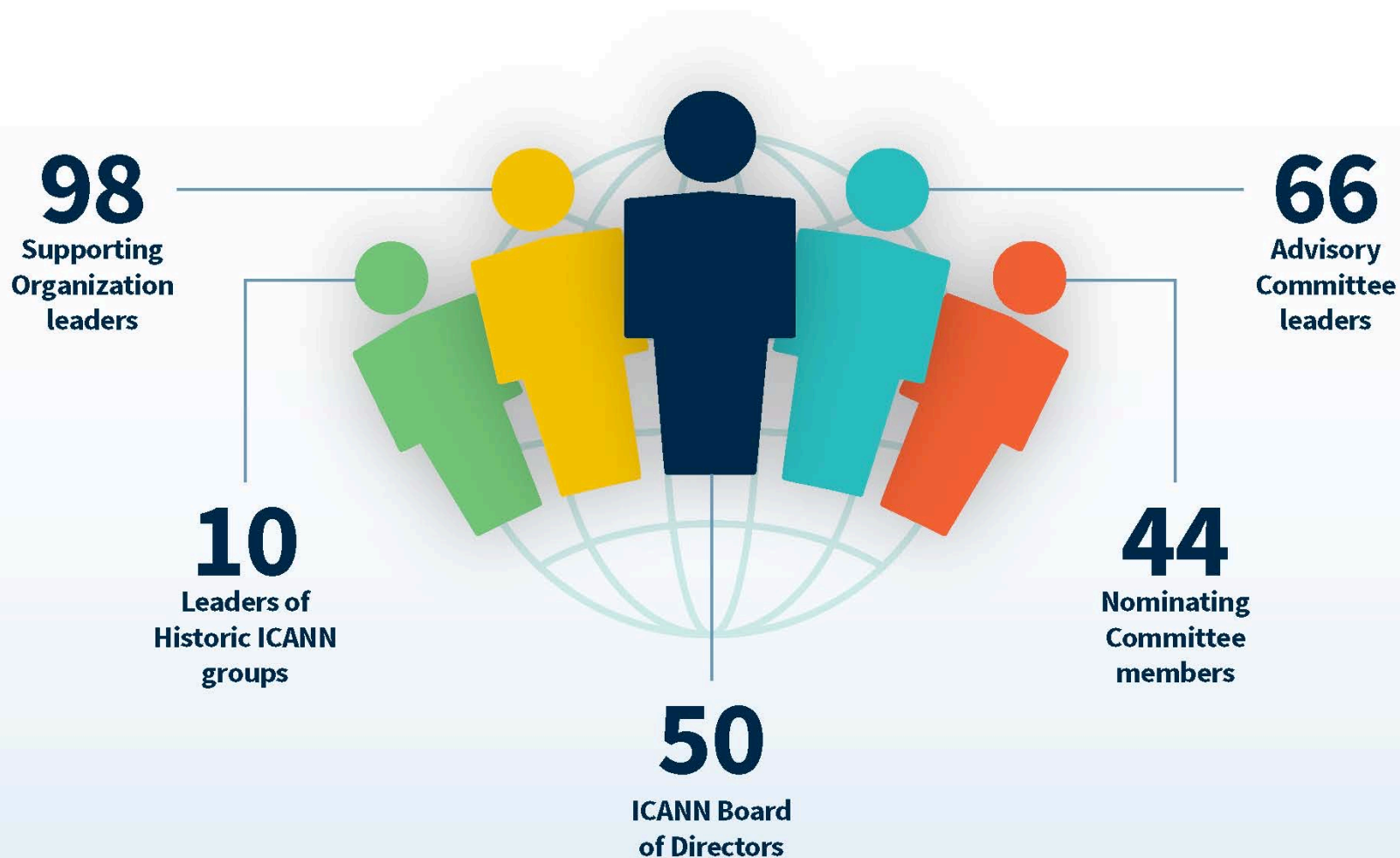 - Many Board members studied in North America or Europe

ABR Leadership Diversity Survey

- We applied for an ABR in order to gather more data through which we have conducted a survey whereby leaders could self-declare diversity information (rather than have gender, stakeholder group, etc determined for them)

- The Leadership Diversity Survey was offered in the 6 UN languages, as well as Portuguese

- Only 187 individuals participated in the survey (less than 50% of past/current leaders in many categories). As a result, survey results can only offer a partial look at diversity in these groups.

Leadership Roles Considered for ABR Survey

Survey Participants

98
Supporting Organization leaders

66
Advisory Committee leaders

10
Leaders of Historic ICANN groups

44
Nominating Committee members

50
ICANN Board of Directors

Total survey participants: 187

Initial Findings

Europe and North America are the most common regions of residence

Africa is the least commonly-selected region of residence

Over half of respondents speak English as a native language

Chinese is the least commonly-selected language

Both community and Board leadership are male-dominated

Over half of respondents became leaders between the ages of 40 and 54

Most survey participants do not report having accessibility and/or special needs relevant to their participation in ICANN

Over half of survey respondents earned degrees of higher education in the United States or United Kingdom
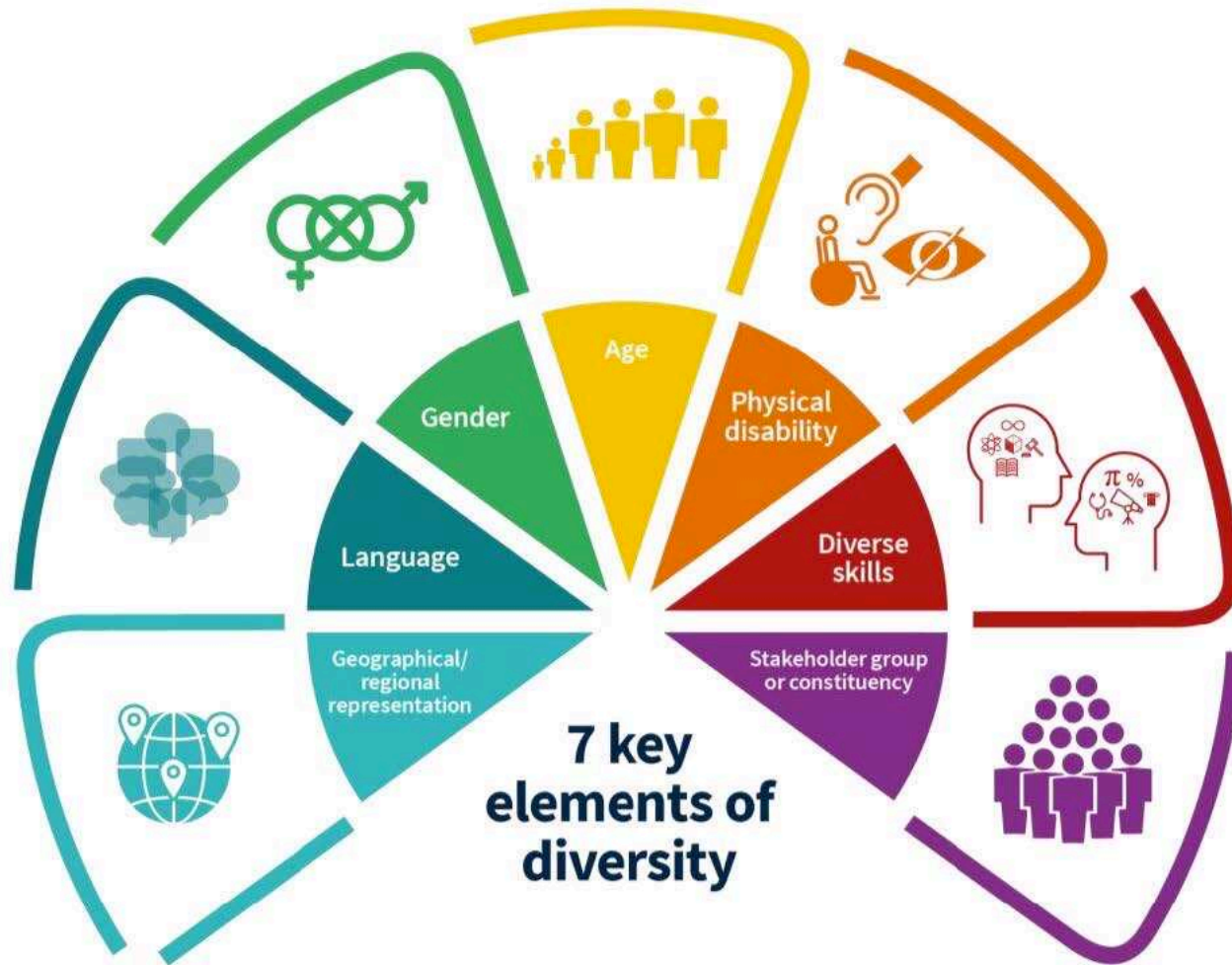
The technical community is the most common stakeholder group for respondents

Diversity Data Collection at ICANN

Betsy Andrews

WorkStream 2 (WS2) Elements of Diversity

Diversity Data

GENDER DIVERSITY AND PARTICIPATION SURVEY

AGE DIVERSITY AND PARTICIPATION SURVEY

Future data collection considerations

Addressing the Issue of Underrepresentation in Leadership Bodies

Yrjö Länsipuro

Discussion

All

Next Steps

Question for Discussion:
What other steps could we do to improve diversity at the leadership level?

Potential Considerations
- Intensified capacity building focused on developing future leaders from underserved regions
- Outreach to make sure that qualified people from underserved regions apply for leadership positions, via the NomCom or their own constituencies
- NomCom – and particularly delegates from underserved regions – should make every effort to encourage applications from underserved regions
- Ensure recruitment agencies selected to help the NomCom have the demonstrated ability to find qualified candidates from all regions

Next Steps

Question for Discussion:

What other steps could we do to improve diversity at the leadership level?

Potential Considerations
- Additional surveys and improved data collection efforts
- Unconscious bias training
- Increased leadership training opportunities
- Enhanced mentorship opportunities
- Voluntary targets to focus on increasing diversity in specific areas
- Training on inclusive behaviors, cultural sensitivity, active listening, micro-aggressions, and other skills-based diversity training

Engage with ICANN – Thank You and Questions

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