ICANN LEADERSHIP DIVERSITY SURVEY FINDINGS

European Regional At-Large Organization
(EURALO) [ABR22-17]

EXECUTIVE SUMMARY

The Leadership Diversity Survey was designed as part of EURALO's Additional Budget Request (ABR22-17) to gather diversity data, along the lines of the seven Work Stream 2 (WS2) diversity categories, for former and current leaders from both the ICANN community and the ICANN Board of Directors.

In total, 187 leaders participated in the survey. This small sample size cannot offer comprehensive insight into the diversity of ICANN leadership, but there are several points of interest in the survey findings.

All findings below reflect data provided by those leaders who participated in the survey and are not definitive statements on all ICANN leaders.

- **Region:** Over three-quarters of Board leader respondents reside in Europe or North America, and a significantly higher percentage of Board member respondents reside in Europe compared to community leader respondents. Africa is the least common region of residence. However, the survey results indicate that regional diversity has expanded over time. The United States is the most commonly-selected choice for residence, citizenship, and location of higher education. A majority of survey participants earned a degree in either Europe or North America.

- **Language:** Over half of Board member and community leader respondents speak English as a native language. All Board member respondents are comfortable speaking English professionally. Of the 6 UN languages (plus Portuguese), Chinese is the least commonly spoken language by Board member and community leader respondents.

- **Gender**: The survey responses reflect a greater percentage of male leaders in the Board than in the community, though both groups remain male-dominated. The data indicates that gender diversity is increasing over time.

- **Age:** The average age at which survey participants indicated that they became an ICANN leader is 45. Over half of the leaders who participated in this survey became leaders between the ages of 40 and 54.

- **Disabilities**: A majority of survey participants do not report having accessibility or support needs relevant to their participation in ICANN.

- **Skills and Experience:** The vast majority of survey participants hold degrees of higher education and have held or hold leadership positions in other organizations. One-third of Board member respondents hold doctoral degrees, and nearly half of the Board members earned degrees in science(s) or mathematics.

- **Stakeholder Groups**: The most common general stakeholder group for both Board and community leader respondents is the technical community. The most common ICANN-specific stakeholder group for both Board and NomCom leader respondents is ALAC.

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SURVEY BACKGROUND AND METHODOLOGY

The Leadership Diversity Survey was created as part of an Additional Budget Request (ABR) by the European Regional At-Large Organization (EURALO) to design a study about diversity of ICANN leadership groups in the context of the Work Stream 2 (WS2) recommendations of the Cross-Community Working Group on Enhancing ICANN Accountability (CCWG-ACCT). The survey was designed to gather diversity data about leadership groups at ICANN, and this report is released to inform interested parties of research and to encourage wider discussions about enhancing diversity at ICANN. The report was prepared based on the data gathered through the survey participation and although all precautions have been taken to ensure that the data is statistically consistent, neither EURALO nor ICANN organization (ICANN org), who provided support to the community members from EURALO to prepare the survey and this report, are liable for inaccuracies in any of the information contained in this report.

The survey was organized by the seven diversity categories determined by the WS2 Diversity sub-group (geographical/regional representation; language; gender; age; physical disability; diverse skills; stakeholder group or constituency). As these terms have not yet been defined by the WS2 Community Coordination Group (CCG), EURALO members defined each category's scope (for instance, "skills" focused on higher education, other leadership roles, and experience in the ICANN community and ICANN newcomer programs).
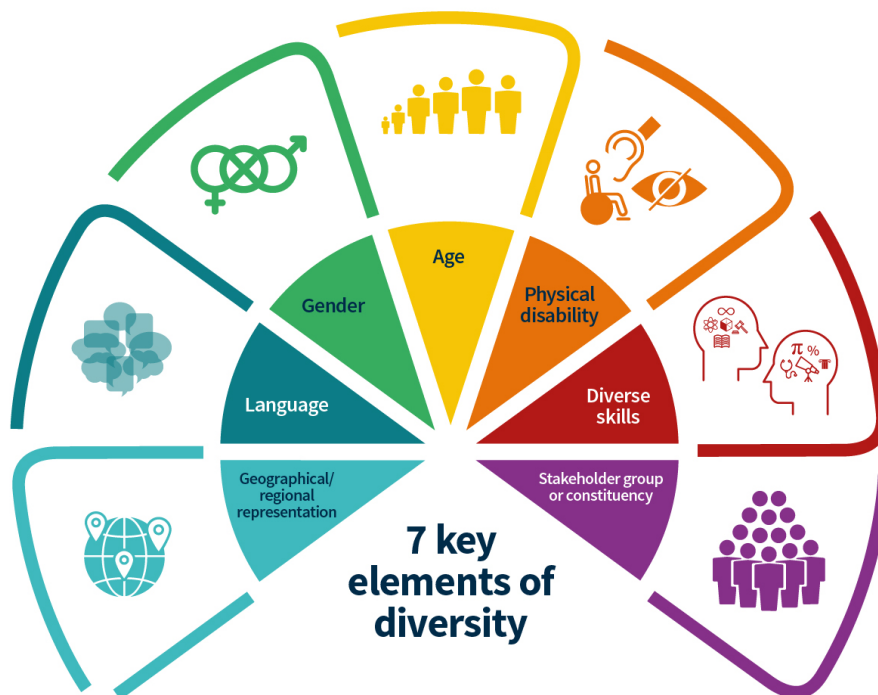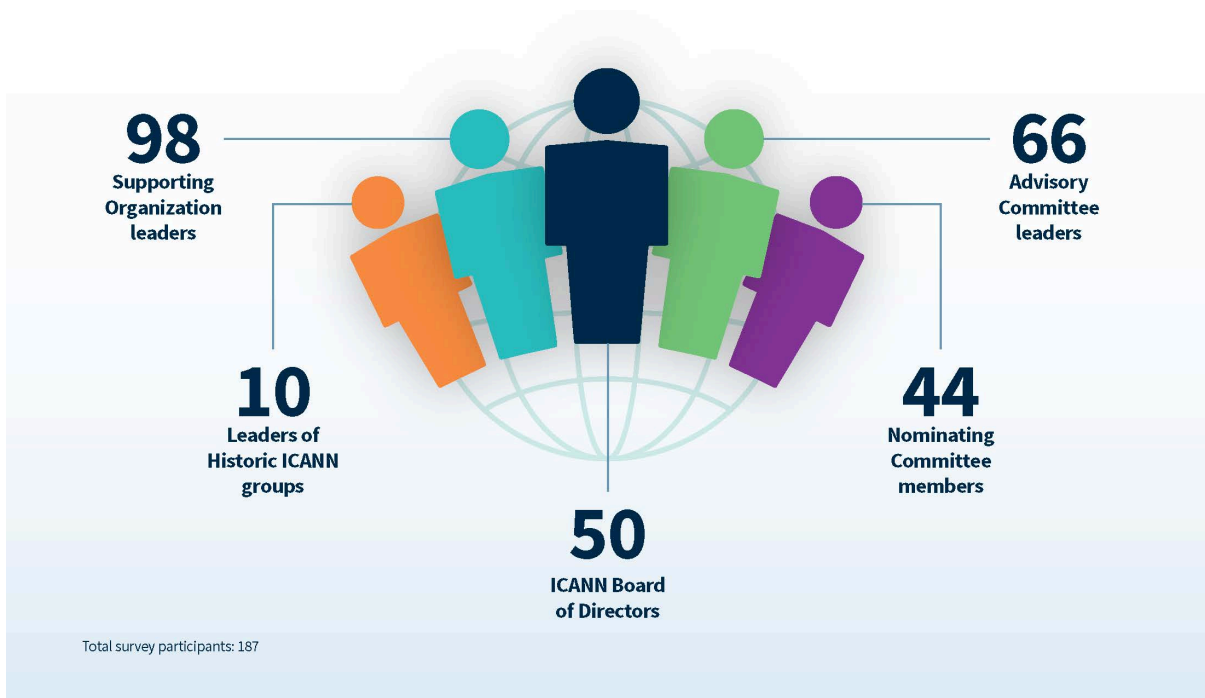

EURALO members determined the survey audience and defined what was meant by "leader" for the purposes of this survey. They chose to focus on past and present members of both the ICANN Board of Directors and the Nominating Committee, as well as past and

present leaders in ICANN's Supporting Organizations (SOs), Advisory Committees (ACs), Stakeholder Groups (SGs), Constituencies (Cs), Regional At-Large Organizations (RALOs), and historic community groups.

ICANN org made every effort to gather all the email addresses for the leaders accordingly, and the survey was emailed to those specific past and current leaders; the survey was open from 27 June to 7 July 2022. To encourage participation from all regions, the survey was available in seven languages: Arabic, Chinese, English, French, Portuguese, Russian, and Spanish. All responses were collected online by ICANN org with the survey software ClickTools. All responses in this survey will remain confidential and were collected and analyzed in accordance with ICANN's Privacy Policy.

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

In total, 187 people participated in the survey. The survey consisted of 34 questions. The number of respondents varied for each question: (a) not every question was visible to every participant (many questions were conditional on previous responses, so were only shown to those who had indicated they were a leader of a particular group or the Board of Directors); (b) all questions were optional, so survey participants could decide whether or not to respond to individual diversity points; (c) some survey participants did not finish the entire survey, but the survey software recorded all responses, regardless of whether or not the respondents completed the entire survey. Note that the questions in the report appear in a different order to that of the survey itself.

The WS2 diversity category of 'physical disability' was expanded to include other aspects of disability. Though presented to survey participants seamlessly as an exit survey that appeared automatically at the end of the primary survey, the question about disabilities was

conducted as a stand-alone survey and the resulting data is stored and analyzed separately to preserve confidentiality.

No survey data was linked to participants' email addresses, IP addresses, or names. All raw data from the survey was deleted from ClickTools and the ICANN org servers when the report was finished.

Survey Participants

Total survey participants: 187
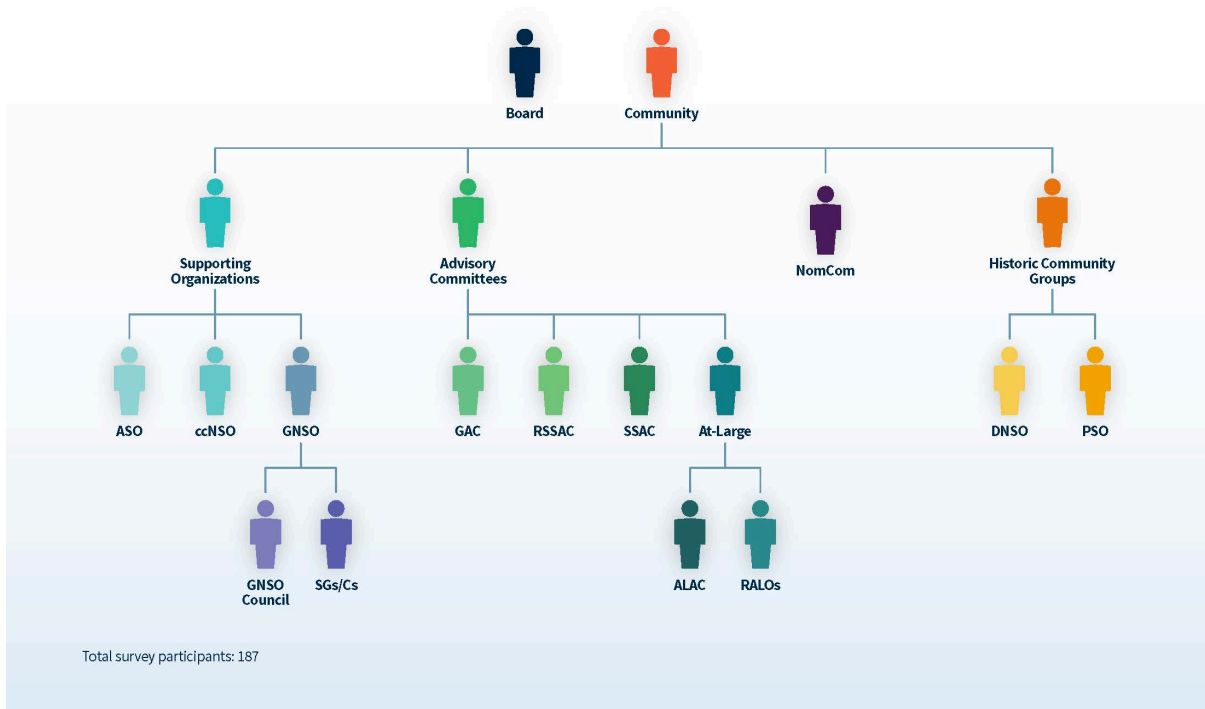
The below table details the category of leader invited to participate in the survey, as well as the number of those contacted by email and invited to participate and the number of those who ended up participating. Note that shading is used to show overall categories about which survey participants were asked; within this survey report, as shown in the graphic above, the data for GNSO SGs/Cs is combined with that for the GNSO Council and presented as "GNSO," just as the RALO data is combined with ALAC data as "At-Large."

Leadership Role	Number Invited to Participate	Actual Survey Participants
ICANN Board of Directors	102	50
ICANN Community Leaders	N/A[1]	158
NomCom and SO/AC Leaders	N/A[1]	126
Nominating Committee (NomCom) Members	N/A[1]	44

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[1] Data on total NomCom members was not available, so complete numbers for these fields are incomplete.

Address Supporting Organization (ASO) Address Council members	35	8
Country Code Names Supporting Organization (ccNSO) Council members	50	23
Generic Names Supporting Organization Council (GNSO) Council members	100	34
At-Large Advisory Committee (ALAC) members	100	40
Governmental Advisory Committee (GAC) Chairs or Vice Chairs (or Co-Chairs)	21[2]	9
Root Server System Advisory Committee (RSSAC) Chairs or Vice Chairs (or Co-Chairs)	7	5
Security and Stability Advisory Committee (SSAC) Chairs or Vice Chairs (or Co-Chairs)	6	6
GNSO Stakeholder Group or Constituency (SG/C) Executive Committee Members	142	61[3]
Commercial Stakeholder Group (CSG)	18	5
Commercial Business Users Constituency (BC)	13	6
Intellectual Property Constituency (IPC)	15	6
Internet Service Providers and Connectivity Provider Constituency (ISPCP)	8	4
Non-Commercial Stakeholder Group (NCSG)	45	13
Non-Commercial Users Constituency (NCUC)	29	11
Not-for-Profit Operational Concerns Constituency (NPOC)	16	14
Registrars Stakeholder Group (RrSG)	18	13
Registries Stakeholder Group (RySG)	22	8
Regional At-Large Organization (RALO) Leaders	52	19
African Regional At-Large Organization (AFRALO) Chairs or Vice Chairs or Secretariats	7	3
Asian, Australasian and Pacific Islands Regional At-Large Organization (APRALO) Chairs or Vice Chairs or Secretariats	9	4
European Regional At-Large Organization (EURALO) Chairs or Secretariats	12	4

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[2] Records on GAC leadership's email addresses only date to 2013, so this number does not reflect total GAC leadership.

[3] Within the GNSO SGs/Cs, many leaders have held positions in multiple groups, and this overlap was eliminated in the total number of leaders in this category.

Latin American and Caribbean Islands Regional At-Large Organization (LACRALO) Chairs or Chair-Elects or Secretariats or Secretariat-Elects	14	4
North American Regional At-Large Organization (NARALO) Chairs or Secretariats	10	4
Leaders of Historic ICANN Groups	N/A[4]	10
Domain Name Supporting Organization (DNSO) Council Members	N/A	9
Domain Name Supporting Organization (DNSO) General Assembly Chairs or Vice Chairs	N/A	1
Protocol Supporting Organization (PSO) Chairs or Vice Chairs	N/A	0

The right-most column of the table is based on the survey's initial questions about which group(s) survey participants lead/led. However, some participants did not finish the entire survey. There is considerable overlap between groups; for example, roughly two-thirds (68%) of Board respondents also indicated that they held community leadership positions, and many GNSO Council members also held leadership positions in GNSO Stakeholder Groups/Constituencies.

This document only reports on data for categories that had at least twenty (20) survey participants to ensure privacy and confidentiality of survey participants. As a result, breakdowns on data for each individual group were not feasible. Throughout the report, data is analyzed along the following lines:
- ICANN Board of Directors (includes liaisons and CEOs)
- ICANN community (includes NomCom members, SO/AC leaders, GNSO SG/C leaders, RALO leaders, and leaders of historic ICANN groups)
- Individual community groups with twenty or more survey participants:
  - The ccNSO Council
  - GNSO leaders (includes both GNSO Council members and SG/C leaders)
  - At-Large leaders (includes both ALAC members and RALO leaders)
  - The Nominating Committee (NomCom)

Note: The category "All Community Leaders" is used to distinguish the overall group of community leaders (in contrast to Board members or specific community groups) who participated in this survey; the term is not intended to signify every community leader at ICANN.

As illustrated in the table above, about half (49%) of past and current Board members participated in the survey, as well as 46% of ccNSO Council members, 34% of GNSO

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[4] Records on historic ICANN groups were not available, but some who were contacted due to their leadership roles in other groups noted their leadership in these groups.

Council Members, 40% of ALAC members, and 43% of GNSO SG/C leaders. Accordingly, survey results can only offer a partial look at diversity in these groups. Notably, some groups had high rates of participation (SSAC leaders had a response rate of 100%, RSSAC of 71%, NPOC at 88%, and RrSG at 72%) but the overall numbers were too low to allow for reporting on the data in line with ICANN's Privacy Policy. To allow for a wider focus on individual groups, future surveys may take into consideration alternative methods to increase survey participation by group, such as enhancing communications around the survey or expanding definitions of leadership within groups which have small numbers of past and current leaders.

> **Note**: Throughout the report, all comments refer to data provided by the individuals who participated in this survey and are not intended to be definitive statements on the overall diversity of the groups in question.

The survey focuses on both current and past leadership. About 40% (75 individuals) of the survey participants noted that they are currently leaders. Survey results show a fairly consistent number of Board members responding over time, with the exception of 2016-2018; 40% of Board survey respondents served in these years, compared to less than 30% for all other three-year spans of time. For community leaders, results show a consistent increase over time in the number/percentage serving as leaders in the community (i.e., there is a smaller percentage of community leaders who reported serving in ICANN's early days compared to those who have served from 2013 onwards.

Of the Board members who participated in the survey, nearly a third (31%) were nominated by the Nominating Committee (NomCom), over half were appointed by ASO, ccNSO, GNSO, At-Large, GAC, RSSAC, SSAC, or the IETF, and 14% wrote in their response (indicating other groups, such as DNSO and W3C, nominated them or that they were elected as CEO). Future surveys should consider adding these options. For ALAC, ccNSO, and GNSO Council leaders who participated in this survey, 15% were nominated by NomCom.

Throughout the report, charts are provided to show the full breakdown of data for the groups indicated above. The key takeaways make note of differences of 10 percentage points or more in comparisons across the groups; these differences are considered statistically significant at the 95 percent confidence level, and this threshold for significance is based on the number of survey respondents. The Appendix provides further breakdowns by group.

GEOGRAPHIC/REGIONAL REPRESENTATION

Region of Residence

In which ICANN region do you currently reside? If you have more than one residence, please choose your primary residence.

	NomCom	ccNSO	GNSO	At-Large
Africa (AF)	4	2	7	5
Asia / Australia / Pacific (AP)	7	4	6	5
Europe (EUR)	11	5	11	10
Latin America / Caribbean (LAC)	7	7	7	9
North America (NA)	14	4	6	10
Total responses	43	22	66	49

46 Board

152 All Community Leaders
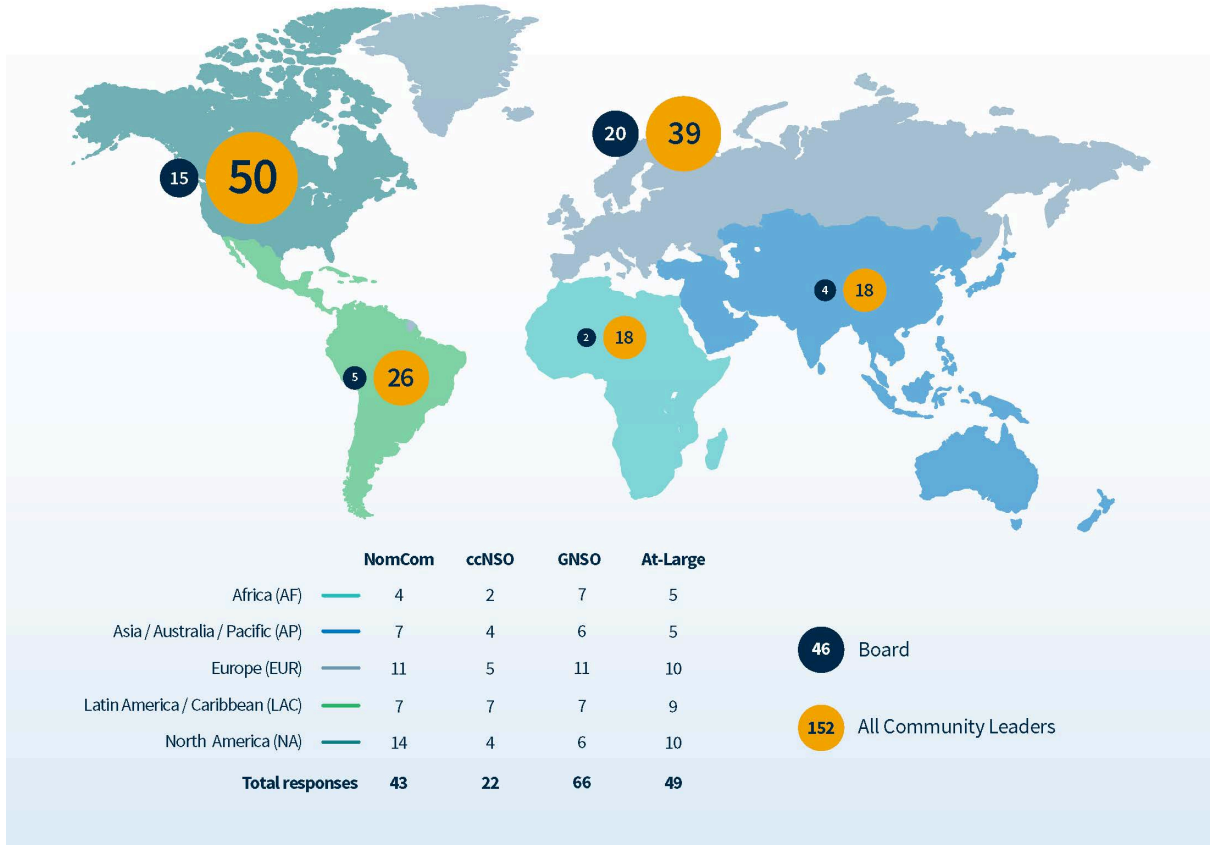
🔍 Over three-quarters (76%) of past and current Board member respondents reside in either Europe or North America.

🔍 Over half (59%) of community leaders reside in either North America or Europe.

- For questions regarding residence, participants could only select one option and were asked to select their primary residence if they have more than one.
- For the ICANN Board, the most common region of residence is Europe (EUR) (43%), followed by North America (NA) (33%). For ICANN community leaders, the most common region of residence is North America (NA) (33%), followed by Europe (EUR) (26%).
- For both the Board and community leaders, Africa (AF) is the least commonly selected choice.
- A significantly higher percentage of Board members (43%) reside in Europe (EUR) compared to community leaders (26%).

- A higher percentage of ccNSO Council members (32%) reside in Latin America and the Caribbean (LAC) compared to community leaders generally (17%). Fewer ccNSO Council members (18%) reside in North America (NA) compared to Board members and community leaders generally (33%).

Region of Citizenship

In which ICANN region(s) do you currently have citizenship? Select all that apply.

	NomCom	ccNSO	GNSO	At-Large
Africa (AF)	6	2	9	7
Asia / Australia / Pacific (AP)	7	5	10	10
Europe (EUR)	13	5	20	13
Latin America / Caribbean (LAC)	8	7	11	11
North America (NA)	14	5	27	13
Total responses	**43**	**22**	**67**	**50**

46 Board

153 All Community Leaders
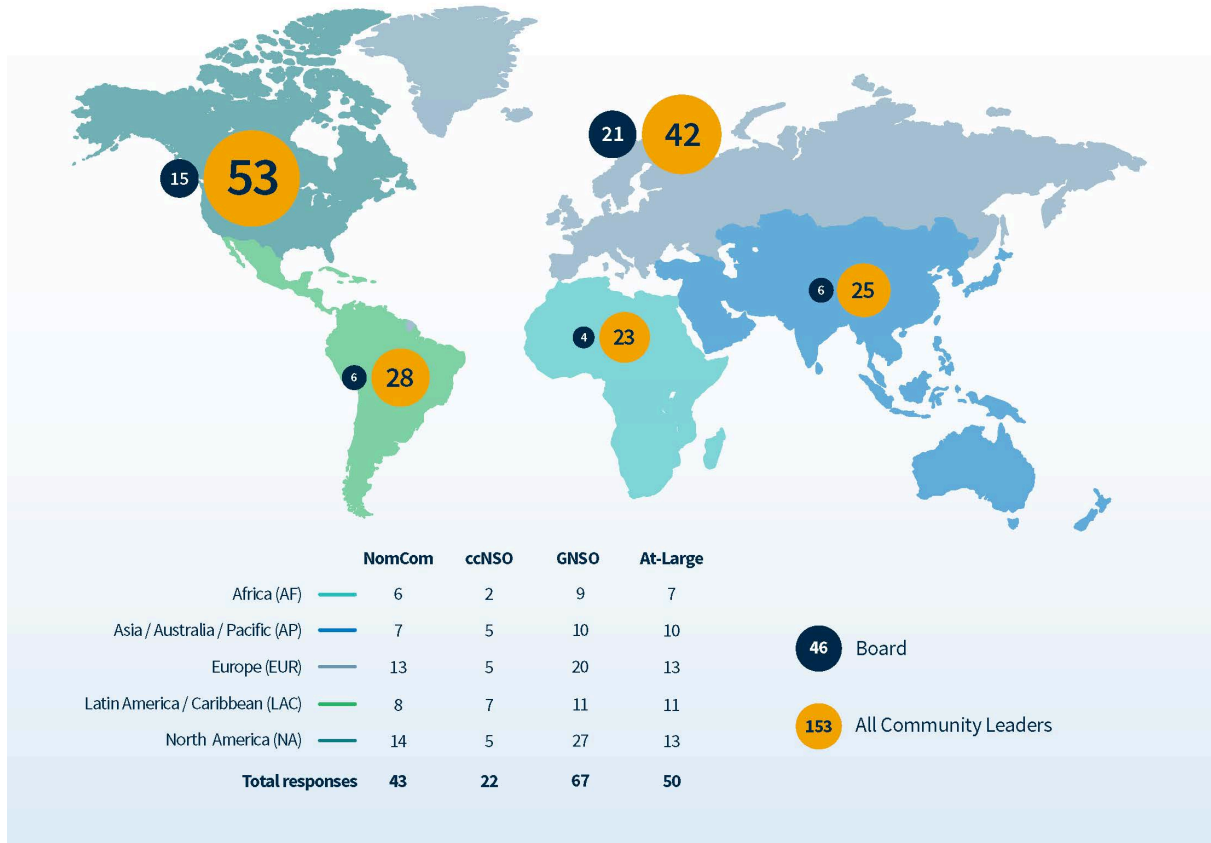
🔍 Europe (EUR) is the most common selection for Board members (46%) and North America (NA) the most common for community leaders (35%).

🔍 A significantly higher percentage of Board members have citizenship in EUR (46%) compared to community leaders (27%)

- For questions regarding citizenship, participants could select multiple options.
- The 167 individuals who responded to this question provided 187 responses, indicating that up to 20 respondents hold citizenship in more than one region.
- Patterns of region for citizenship are similar to those of primary residence.
- As with the residential data, a higher percentage of ccNSO Council members have citizenship in LAC (32%) compared to community leaders generally (18%) and the

Board (13%); likewise, the ccNSO Council features a lower percentage of NA leaders (23%) compared to community leaders generally (35%) and the Board (33%).

Region of Citizenship / Board – Over Time

	1998-2000	2001-2003	2004-2006	2007-2009	2010-2012	2013-2015	2016-2018	2019-2021	2022
Africa (AF)	0%	0%	0%	0%	14%	12%	18%	13%	11%
Asia / Australia / Pacific (AP)	0%	8%	9%	25%	21%	23%	23%	13%	0%
Europe (EUR)	44%	25%	27%	33%	28%	41%	27%	40%	44%
Latin America / Caribbean (LAC)	11%	8%	18%	16%	7%	0%	9%	13%	22%
North America (NA)	44%	58%	45%	25%	28%	23%	23%	20%	22%
Total responses	9	12	11	12	14	17	22	15	9
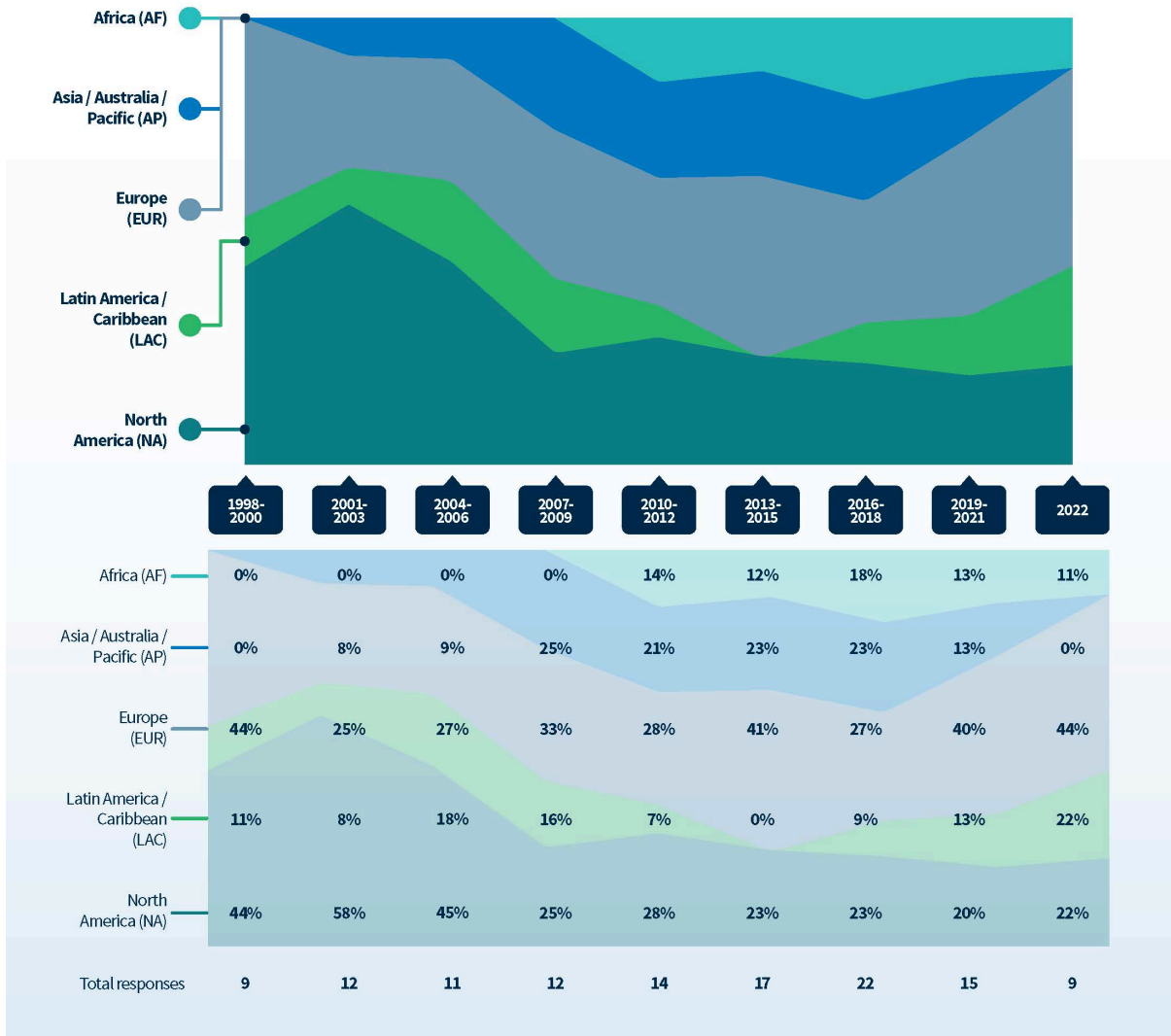
While the early Board appears to have had a majority of North American (NA) and European (EUR) citizens, it has diversified over time.

Region of Citizenship / Community Leaders – Over Time

	1998-2000	2001-2003	2004-2006	2007-2009	2010-2012	2013-2015	2016-2018	2019-2021	2022
Africa (AF)	0%	0%	3%	10%	11%	11%	13%	18%	15%
Asia / Australia / Pacific (AP)	20%	24%	22%	10%	17%	13%	13%	11%	13%
Europe (EUR)	20%	24%	34%	29%	22%	24%	27%	23%	21%
Latin America / Caribbean (LAC)	30%	24%	19%	26%	28%	24%	17%	11%	14%
North America (NA)	30%	28%	22%	26%	22%	28%	29%	37%	37%
Total responses	10	25	32	31	36	54	82	79	71
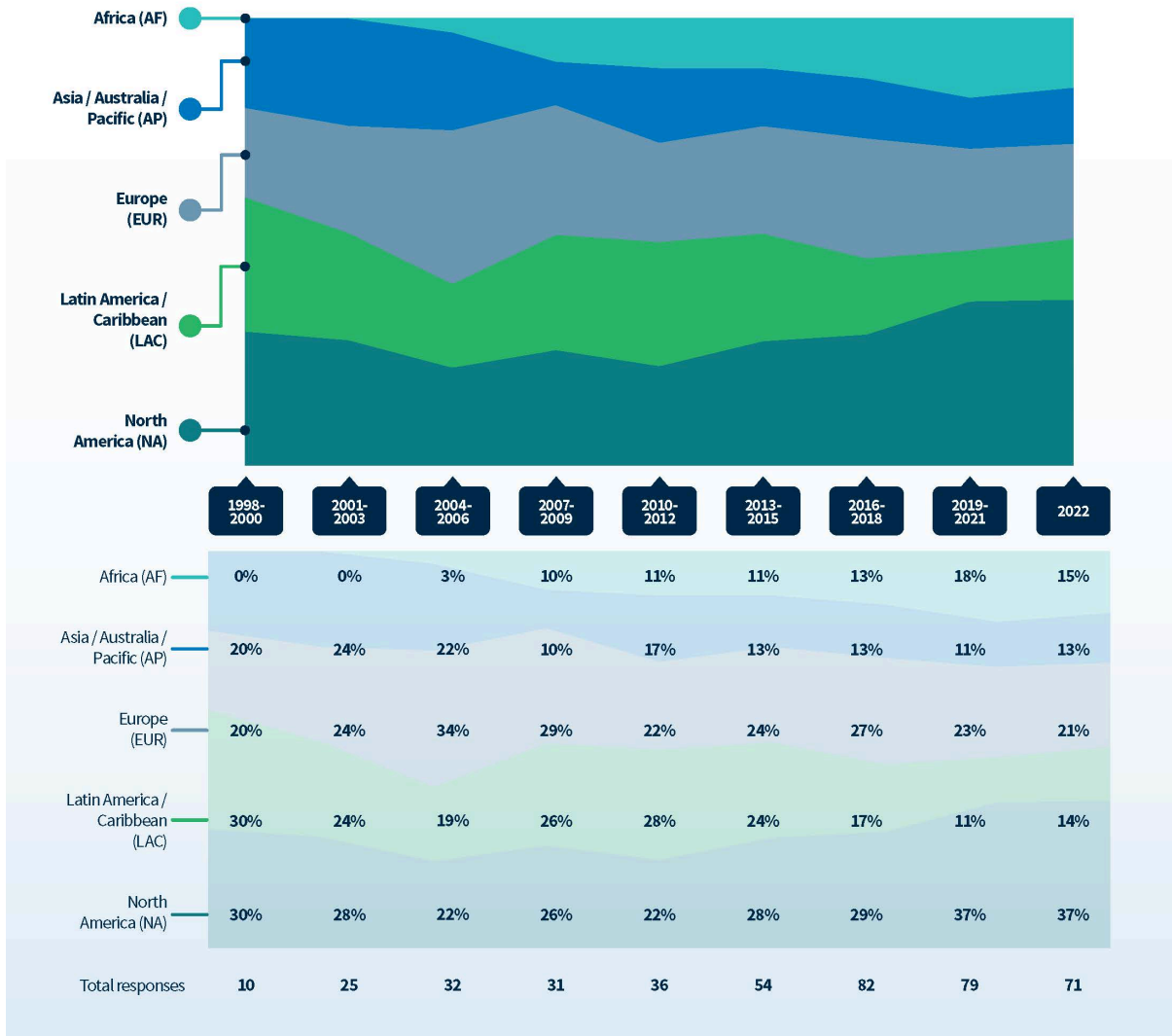
> 🌍 Both the Board and community leadership have witnessed an increased in leaders with African (AF) citizenship.

- Within the ICANN Board, regions of citizenship appear to have diversified over time.
  - Zero (0) survey participants who were Board members between 1998 and 2009 identified as having African (AF) citizenship; after that time period, numbers increased, ranging from 1-4 Board members in each three-year span.
  - Likewise, representation from Asia / Australia / Pacific (AP) appears to have increased over time, with 0-1 survey participants who were Board members between 1998 and 2006 selecting that region, compared to 2-5 for the 2007-2021 range.

- o Whereas the percentage of Board members with North American (NA) citizenship was high between 1998-2006, percentages decreased after that period.
- Across community leadership respondents, there was an increase in leaders with AF citizenship from 2007 onwards (which is similar to, but slightly earlier than, the increase in AF citizenship among Board members). Conversely, whereas the percentage of NA citizenship in Board members decreased over time, there has been a slight increase in the community leadership.
- Note that percentages were rounded to the nearest whole number, so some columns may, for example, add up to 99 rather than 100%.

Region of Study

In which ICANN region(s) did you study for your degree(s)? Select all that apply.

	NomCom	ccNSO	GNSO	At-Large
Africa (AF)	6	2	8	4
Asia / Australia / Pacific (AP)	7	5	7	8
Europe (EUR)	12	5	28	19
Latin America / Caribbean (LAC)	7	6	8	9
North America (NA)	16	6	31	18
Total responses	**39**	**19**	**61**	**44**

40 Board

136 All Community Leaders
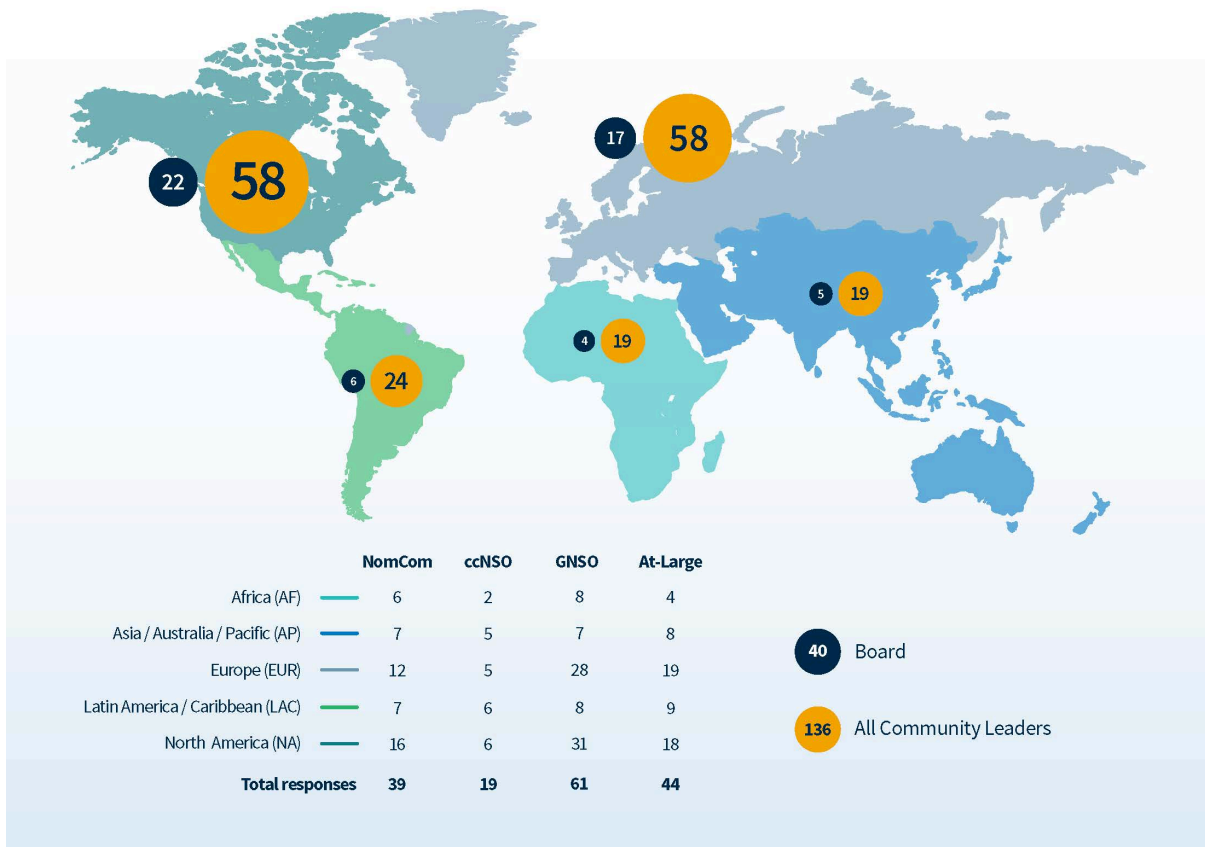
A majority (88%) of Board members earned a degree in either North America (NA) or Europe (EUR).

Over three-quarters (78%) of community leaders earned a degree in either North America (NA) or Europe (EUR).

- Over half (55%) of the Board members who participated in the survey earned a degree in North America (NA); the second most common location is Europe (EUR) (43%). A high percentage of community leaders earned degrees in either EUR or NA (43% each).
- A significantly higher percentage of ccNSO Council members (26%) earned degrees in Asia / Australia / Pacific (AP) compared to ICANN leaders generally (14%) or the Board (13%). Percentages were also significantly higher in the ccNSO Council for degrees earned in Latin America / Caribbean (32%) compared to ICANN leaders generally (18%) and the ICANN Board (15%)
- A lower percentage of NomCom members (31%) and ccNSO Council members (26%) earned degrees in EUR compared to the ICANN Board and community leaders generally (43% each).
- While over half of the Board earned degrees in NA (55%), percentages vary across community groups, with less than a third of ccNSO Council members (32%) earning degrees in NA.
- For further details on higher education, see the Skills and Experience section.

Countries and Territories of Residence, Citizenship, and Higher Education

The United States of America (U.S.) is the most common choice for residence, citizenship, and higher education.

The other most common choices are largely English-speaking: Australia, the United Kingdom (U.S.), and Canada.

Over half of all leadership respondents earned degrees in either the U.S. or U.K. In comparison, less than a third reside or hold citizenship in these countries.

- For residence, survey participants could only select one choice and were instructed to select their primary residence. For country/territory of citizenship and higher education, they were welcome to select multiple responses. For residence, 113 participants responded. For citizenship, 160 participants responded, selecting 181 countries/territories; this aligns with the question about region of citizenship, indicating that at least one holds dual citizenship for countries/territories within the same ICANN region. For higher education, 146 participants responded, selecting 224 countries. Many respondents indicated that they studied in two or more different countries/territories.
  - Note that the question about place of higher education was much further along in the survey than those about residence and citizenship, and some participants exited the survey without completing all the questions. The question about country/territory of citizenship was directly after that of residence, and the fact that significantly more people felt comfortable answering the question about citizenship than residence is interesting.

Africa (AF)

● Residence ● Citizenship ● Higher Education

Asia / Australia / Pacific (AP)

● Residence ● Citizenship ● Higher Education

Europe (EUR)

● Residence   ● Citizenship   ● Higher Education
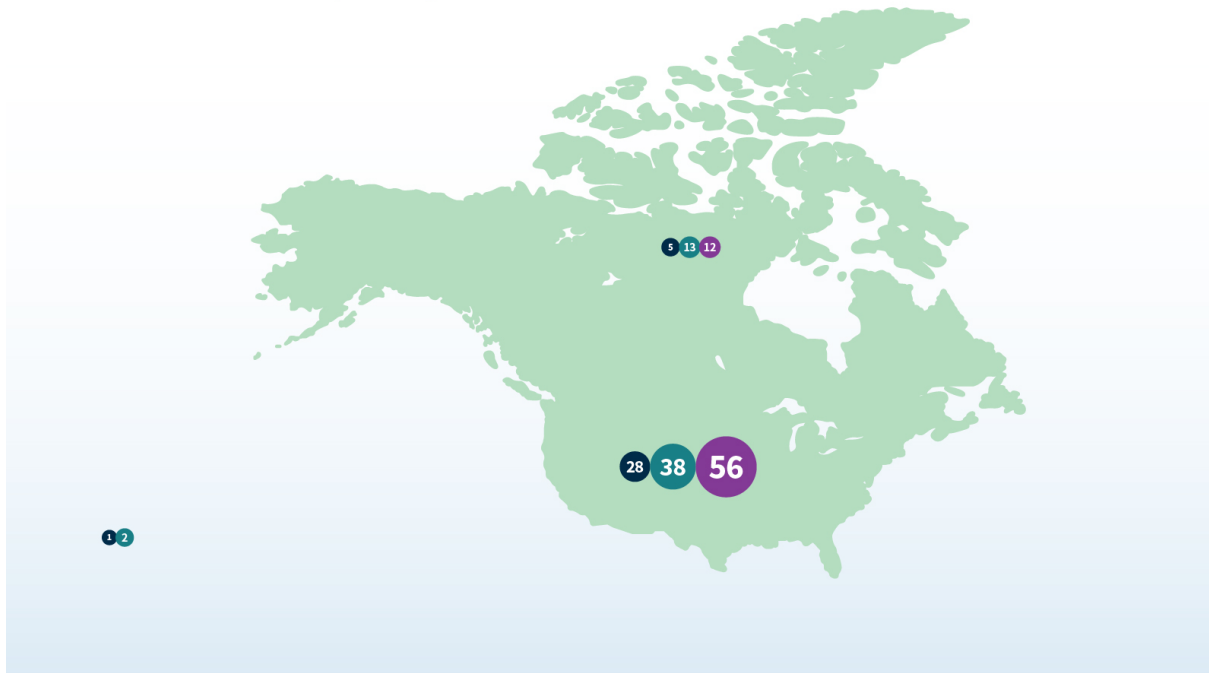

Greenland not shown.

Latin America / Caribbean (LAC)

● Residence   ● Citizenship   ● Higher Education

North America (NA)

● Residence   ● Citizenship   ● Higher Education

- For residence, the United States of America (US) is the most common choice (25%, 28 participants), followed by Australia (7%, 8) and the United Kingdom of Great Britain and Northern Ireland (UK) (6%, 7). Tied for fourth most common are Canada, Germany, and Nigeria (4%, 5 each).
- Within the African region, Nigeria is the most commonly selected choice for residence across all survey participants (Board and community leaders) (5 individuals, 42% of AF participants). Within Asia / Australia / Pacific, the most common is Australia (8 individuals, 50% of AP participants). The UK is the most common in Europe (7, 23%); Argentina and Brazil were tied for most common in Latin America and the Caribbean (3, 16%); and the US is the most common in North America (28, 82%).
- For citizenship, the US is the most common choice of all survey participants (24%, 38 participants), followed by Canada (8%, 13), Australia (7%, 11), the UK (6%, 10), and Nigeria (4%, 7).
- For higher education, the US is the most common choice of all survey participants (38%, 56 participants), followed by the UK (19%, 28), Canada (8%, 12), France (8%, 11), and Australia (7%, 10). Note that these percentages are higher than those for residence and citizenship.
- The high percentage of participants residing in, having citizenship in, and/or having been educated in English-speaking countries correlates with the language diversity data below.

LANGUAGE

ICANN supports translations in the six United Nations languages – English, French, Spanish, Arabic, Chinese, and Russian – as well as Portuguese. This survey gathers data specifically on the languages that ICANN supports, while offering the chance for survey participants to write in other language options.

Native Languages
What is/are your native language(s)? Select all that apply.

	Board	All Community Leaders
English	51%	59%
French	13%	8%
Spanish	11%	15%
Arabic	7%	4%
Portuguese	4%	3%
Chinese	0%	2%
Russian	0%	2%
Other	27%	19%

Total responses: Board: 45, All Community Leaders: 147
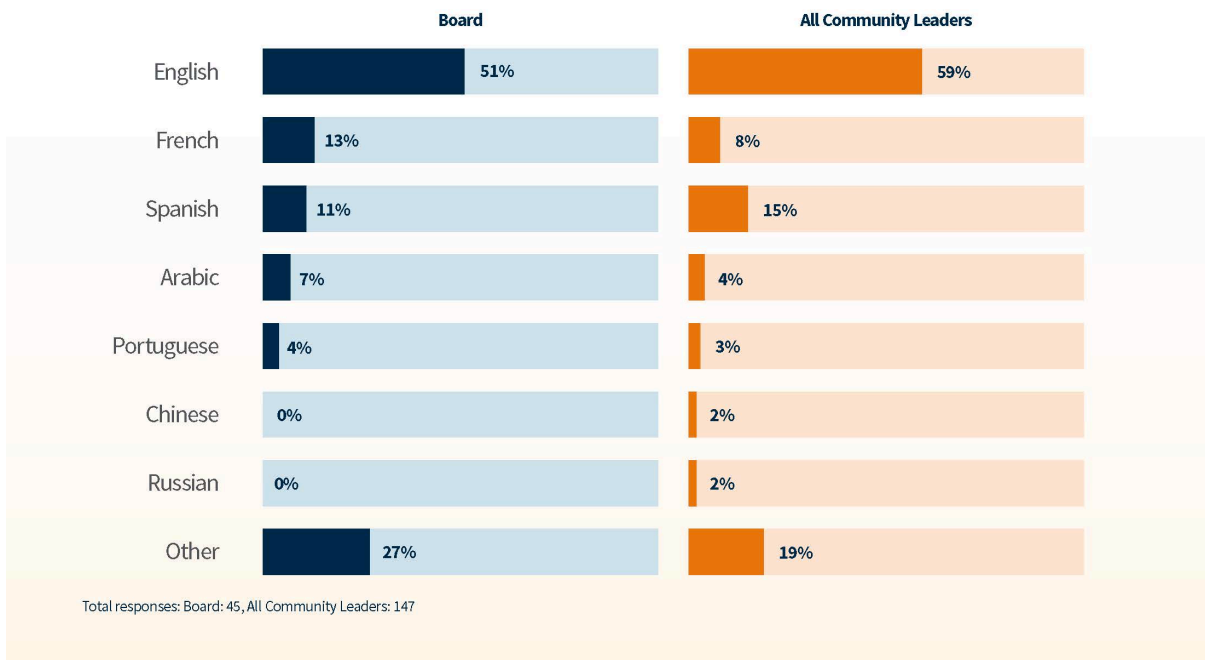
> 💬 Over half of ICANN Board and community leader respondents speak English as a native language.
>
> 💬 The second most-common language is French for Board respondents and Spanish for the community leader respondents.

- The only group for which less than half of the participants selected English is the ccNSO council (45%). A significantly higher percentage of ccNSO Council members are native Spanish speakers (35%) compared to the general community leadership (15%).
- For the Board, French is the second most common native language, followed by Spanish. This order is reversed amongst community leaders
- No Board members who participated in this survey selected Chinese or Russian as their native language.
- Many leaders note that they are native speakers of other languages outside the UN options and Portuguese; of these, German and Yoruba are the most common (with 3 speakers each), followed by Catalan, Dutch, Hindi, Italian, and Persian (with 2 each).

Languages of Business Communication

In which language(s) are you comfortable communicating when conducting ICANN-related business? Select all that apply.

	Board	All Community Leaders
English	100%	94%
French	36%	20%
Spanish	21%	23%
Arabic	6%	3%
Portuguese	4%	6%
Chinese	0%	1%
Russian	2%	3%
Other	17%	12%

Total responses: Board: 47, All Community Leaders: 151
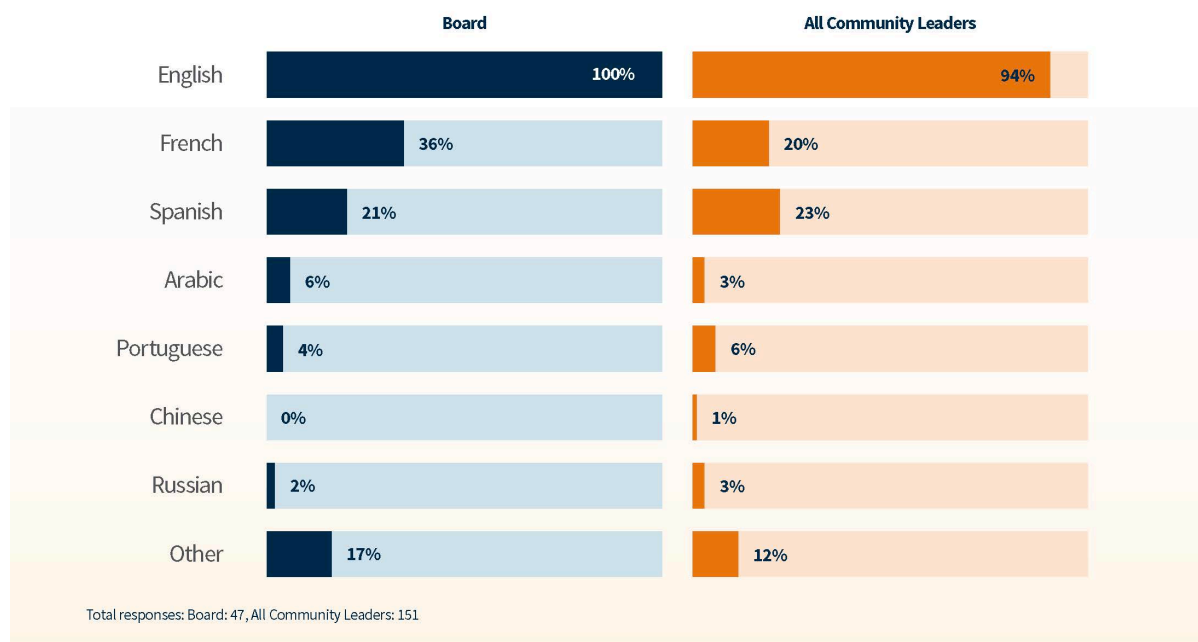
> English is the predominant language in which survey participants feel comfortable communicating for ICANN-related business.
>
> The Board is the only group for each English was selected by all survey participants.

- Mirroring the data on native languages, French and Spanish are the second most common languages for the Board, whereas Spanish is slightly more common than French for the community.
- For both the Board and the community, Chinese is the least commonly selected option (with 0 Board members and 1 community leader selecting that option).
- As would be expected given the regional data, a higher percentage of ccNSO Council members are comfortable speaking Spanish (36%) compared to the general community leadership (23%).
- Out of those respondents who indicate they are not comfortable conducting ICANN-related business in English, the majority (89%, 8 individuals) are comfortable speaking Spanish; the second most common selection was "Other," for which two participants wrote in German.
- Slightly more survey participants chose to answer the question about professional communication languages compared to that about native languages.

GENDER

Gender

How do you identify your gender?

	Male	Female	In Some Other Way	Prefer Not to Say
Board	81%	17%	2%	0%
All Community Leaders	68%	31%	1%	0%
NomCom	77%	21%	2%	0%
ccNSO	50%	50%	0%	0%
GNSO	69%	31%	0%	0%
At-Large	61%	39%	0%	0%

Total responses: Board: 47, All Community Leaders: 153, NomCom: 43, ccNSO: 22, GNSO: 67, At-Large: 49
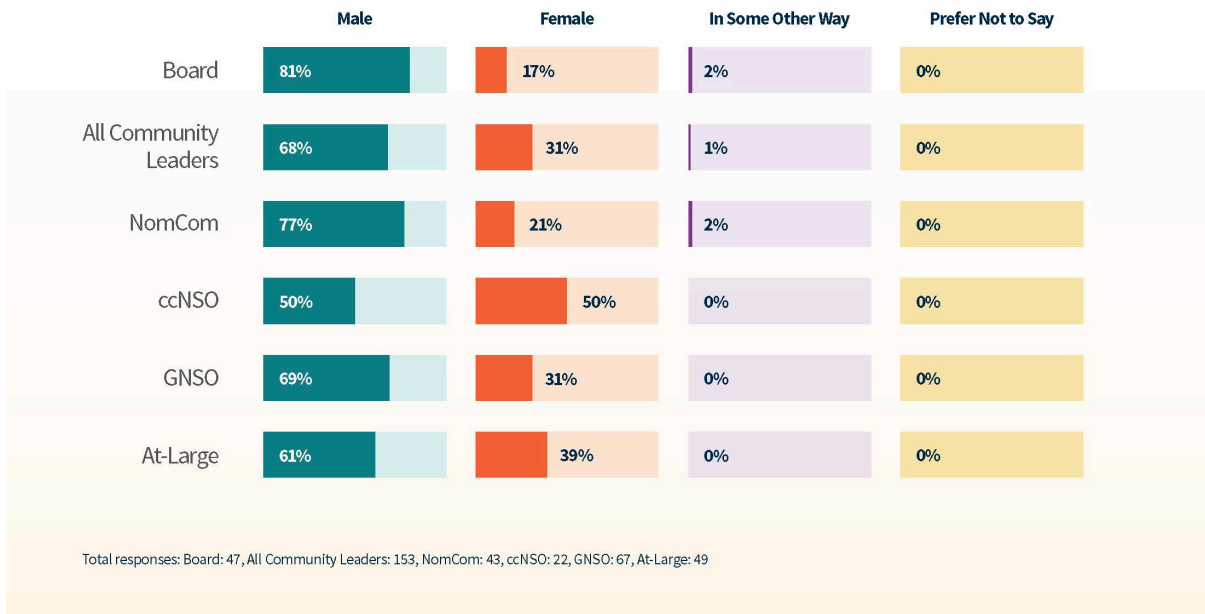
🔍 The majority of Board respondents identify as male, though gender diversity has increased over time.

🔍 Overall, the gender imbalance is greater in the Board than in the community leadership.

- Survey participants were given options to identify as male, female, in some other way, or prefer not to say. No (0) survey participants selected "prefer not to say," and one (1) selected "in some other way."
- Based on the survey participants' responses, the gender imbalance is greater in the ICANN Board than in the community.
- ccNSO Council respondents feature a 50/50 split between male and female leadership.
- Based on this survey's data set, Board gender diversity has increased since 2016.
- As with the ICANN Board, community leadership started off as male-dominated, but this changed earlier than it did for the Board, with percentages decreasing or remaining roughly the same from 2007 onwards.

Gender Over Time – Board

Period	1998-2000	2001-2003	2004-2006	2007-2009	2010-2012	2013-2015	2016-2018	2019-2021	2002
Male	87.5%	100%	90%	90%	90%	92%	83%	77%	56%
Female	12.5%		10%	10%	10%	8%	17%	23%	44%
Total responses:	8	11	10	10	10	13	18	13	9

■ Male ■ Female
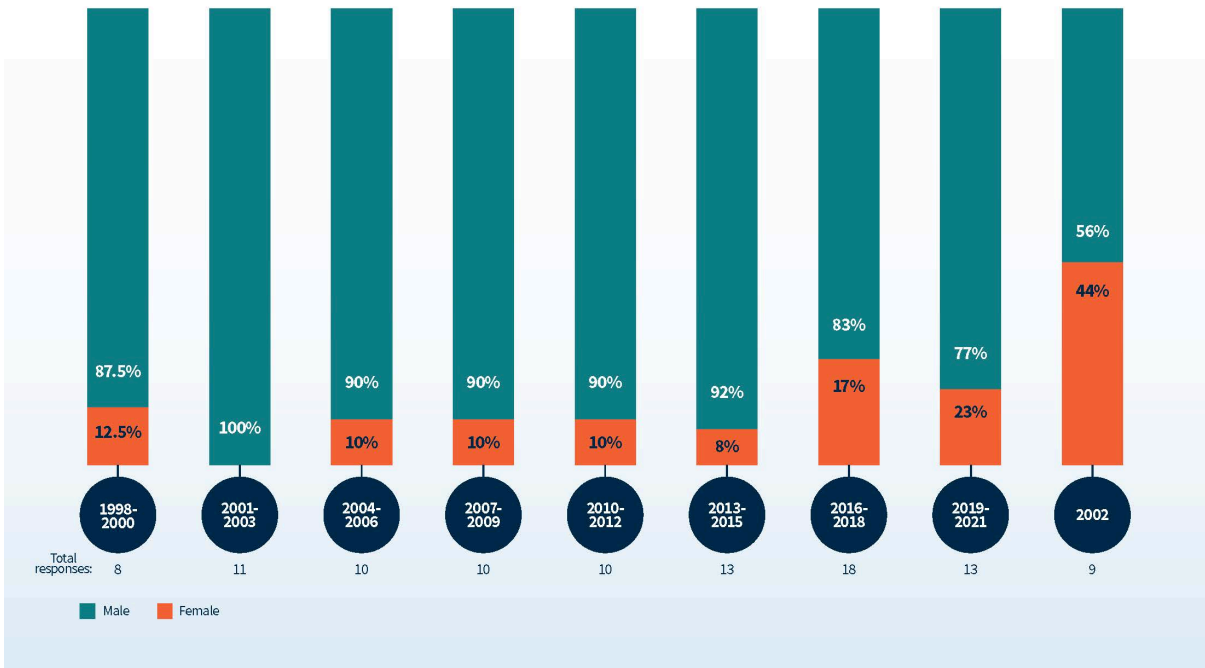
Gender Over Time – All Community Leaders

Period	1998-2000	2001-2003	2004-2006	2007-2009	2010-2012	2013-2015	2016-2018	2019-2021	2022
Male	89%	80%	86%	72%	65%	63%	65%	66%	68%
Female	11%	20%	14%	28%	35%	37%	35%	34%	32%
Total responses:	9	20	28	29	34	49	69	73	66

■ Male ■ Female
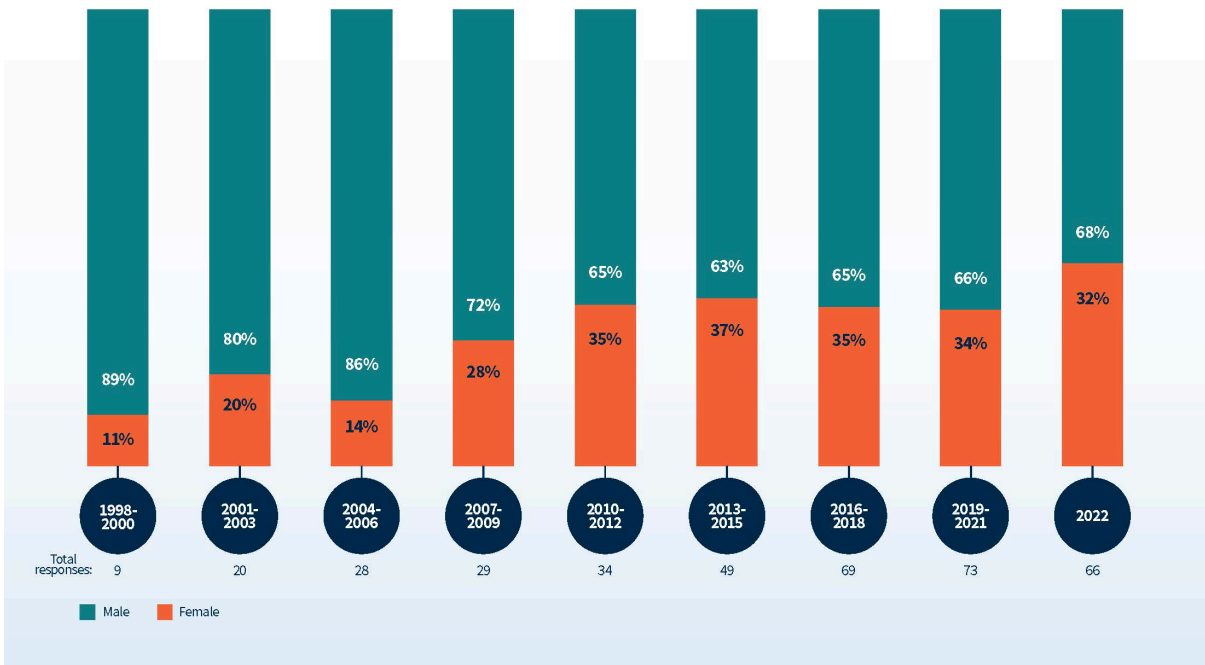
Leaders' Appointments and Gender

Which group appointed you to the ICANN Board of Directors. Select all that apply. / Were you appointed by the Nominating Committee (NomCom) to your leadership position(s) in ALAC, ccNSO, or GNSO?

	Male	Female	In Some Other Way
Board members appointed by NomCom	86%	14%	0%
Board members appointed by another group	77%	19%	4%
Community members appointed by NomCom	44%	56%	0%
Community members appointed by another group	73%	27%	0%

Total respondents: Board: 49; All Community Leaders: 61
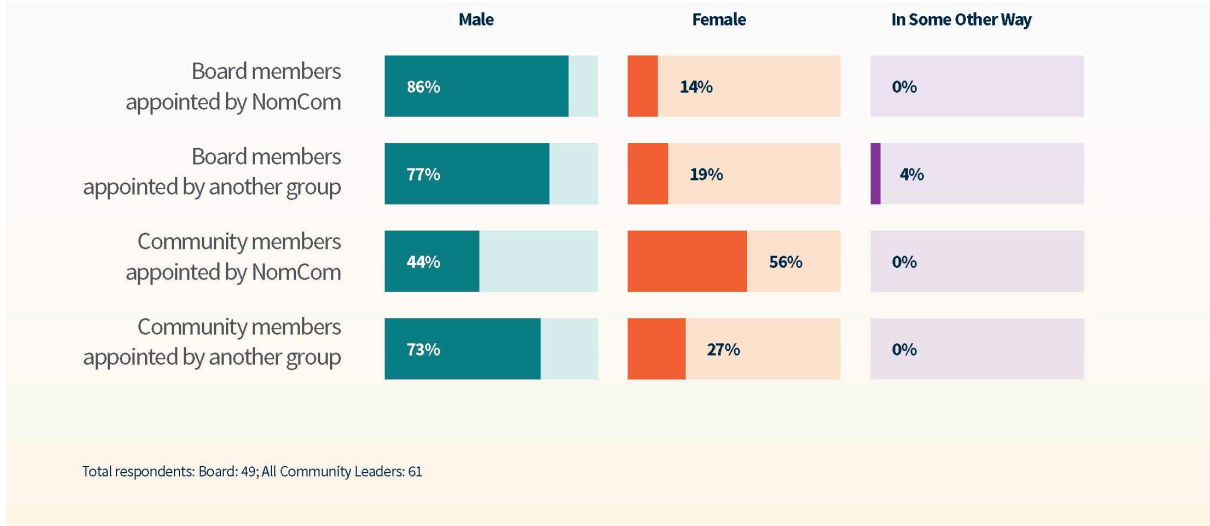
- For the ICANN Board, the NomCom appointments had less gender diversity than appointments made by another group (NomCom appointments of Board members were 86% male, compared to 77% appointed by another group).
- For the community groups which have some appointments made by NomCom (ALAC, ccNSO, and GNSO), the inverse is true: the NomCom appointed more female leaders (56%) than males (44%), compared to those appointed by another group (27% female versus 73% male).

AGE

Age of Becoming a Leader

At what age did you first become an ICANN leader?

44 Average age for **female leaders**

45 Average age

46 Average age for **male leaders**

Age: **25-40** — 28%

Age: **40-54** — 51%

Age: **55-79** — 21%

Total responses: 148
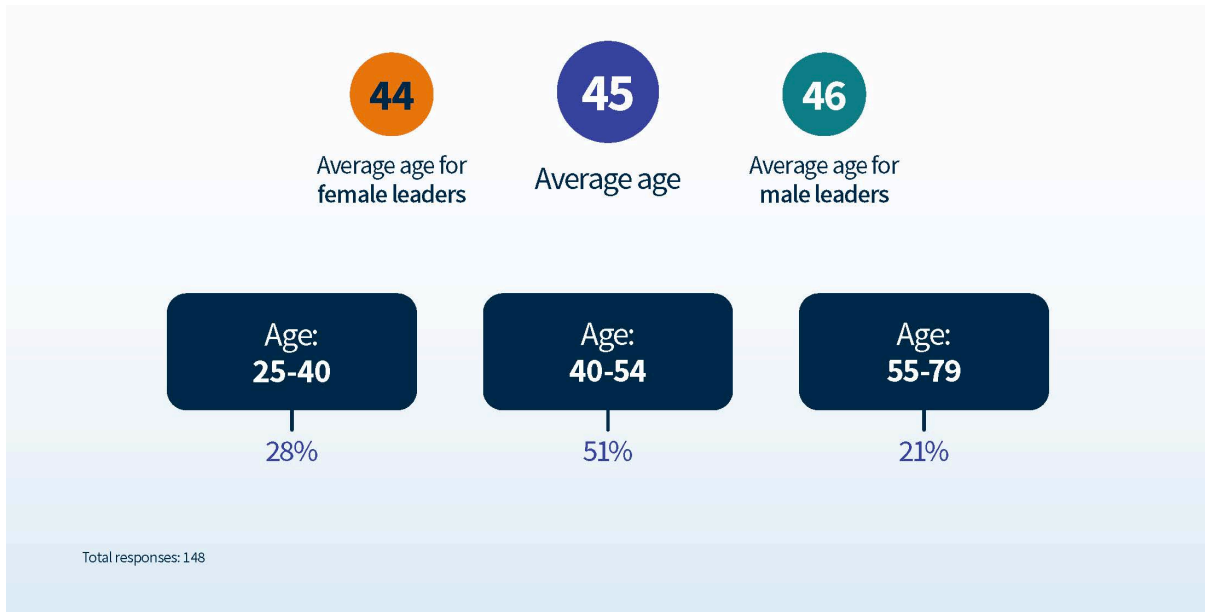
> Over half of participants were between 40 and 54 years old when they became an ICANN leader.

- The average age at which survey participants became ICANN leaders was similar for male and female participants.
- Across all regions (with regard to citizenship), the average age to become a leader was in one's forties, with AF and AP averaging slightly younger (41), LAC at 44, and EUR and NA slightly older (46 and 47, respectively).
- Participants were also asked their current age; 153 wrote in responses. The average age of survey participants is 56; note that many participants are former, not current, leaders. For current leaders, the average age is 54.

DISABILITIES

Disabilities and Support Needs

Do you have any accessibility and/or special needs that are relevant to your participation in ICANN?

9%
Yes

2%
Prefer not
to say

3%
Other

158
Total
responses

87%
No
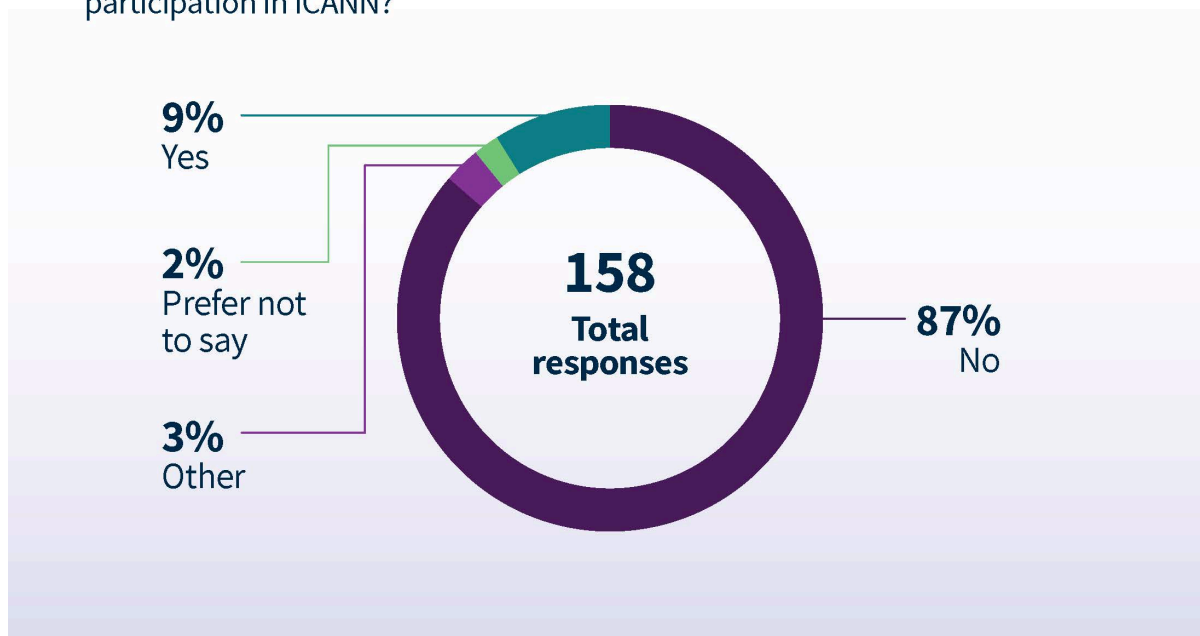
📋 The vast majority of survey participants reported that they do not have any accessibility and/or support needs relevant to their participation in ICANN.

- This question was housed in a separate section to ensure privacy and confidentiality, so data cannot be cross-tabulated across other groups for further analysis. The text provided in the survey read as follows: "This question will provide quantitative data about the number of ICANN community leaders who self-identify as having special needs which are relevant to participating in ICANN community work. It is meant to demonstrate, at a glance, the level of accessibility of leadership at ICANN and provide data to support future discussion about lowering barriers to participation. This question is intended to cover a broad range of needs, including, but not limited to vision, hearing, mobility, dexterity, cognitive, learning, sensory, memory, mental health, social or behavior needs, as well as health conditions, long-term illnesses, or any disabilities, infirmities, or difficulties that may be relevant to your participation at ICANN."
- In line with best practices, future surveys could consider alternative language to "special needs," including "support needs."
- Note that participants could select multiple options for this question, so the sum of the percentages equals 101 rather than 100.

SKILLS AND EXPERIENCE

Years Involved Prior to Becoming a Leader

For how many years were you involved with ICANN prior to becoming a member of the ICANN Board? / For how many years did you participate in the ICANN community prior to becoming a leader in the ICANN community?

Board   **6** Overall average   **6** Male average   **8** Female average

26%	33%	20.5%	20.5%

■ <2 years ■ 2-5 years ■ 6-10 years ■ 11+ years

16%	51%	23.5%	9.5%

All Community Leaders   **5** Overall average   **5** Male average   **5** Female average

Total responses: Board: 39, All Community Leaders: 140
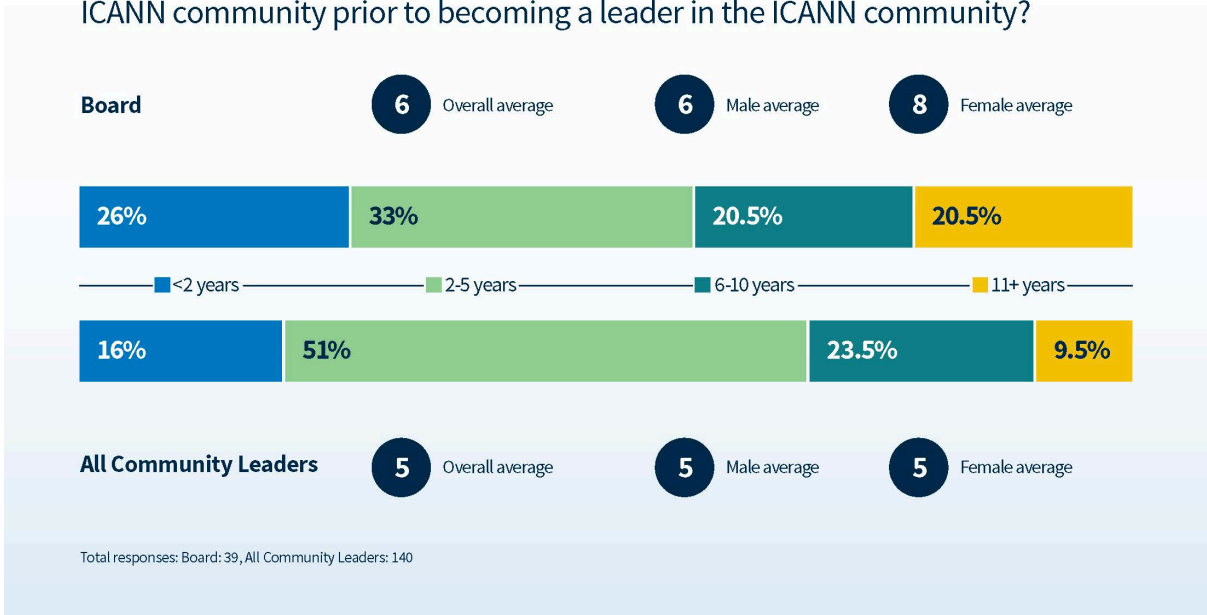
🔍 Nearly half of community respondents indicate that they were involved with the community for 2-5 years prior to becoming a leader.

- On average, Board members indicated they have slightly more experience with ICANN compared with community leaders prior to becoming a leader.
- The length of involvement with ICANN prior to becoming a Board member varied widely, with similar percentages of survey participants indicating they had been involved for short periods of time (under 2 years) and long periods of time (over 11 years).
- Significantly more Board members indicate that they had over eleven (11) years of experience prior to that role compared to the community leadership role.
- For community leaders, the average length of time (5 years) was the same for male and female leadership; for Board leaders, females on average had longer experience prior to becoming a Board member (8 years for females vs 6 for males).
- The average number of years of involvement prior to individuals taking on a community leadership role was similar across all regions, based on citizenship (4 years for AP and EUR, 5 for LAC, and 6 for NA and AF). However, the average length of involvement prior to becoming a Board member varied widely, based on citizenship (4 years for NA, 7 for AP and EUR, 9 for LAC, and 12 for AF).
- For Board members appointed by NomCom, the average length of time involved in ICANN was 7 years; for Board members appointed by other groups, the average length of time was 6 years.

Years Served on Board / In Community

For how many years did you serve as a member of the ICANN Board? / For how many years did you serve as a leader in the ICANN community?

Board (5) Overall average (5) Male average (3) Female average

| 39% | 37% | 20% | 2% | 2% |

<3 years   4-6 years   7-9 years   10-12 years   13+ years

| 39% | 33% | 8% | 13% | 7% |

All Community Leaders (5.5) Overall average (6) Male average (5) Female average

Total responses: Board: 41, All Community Leaders: 138
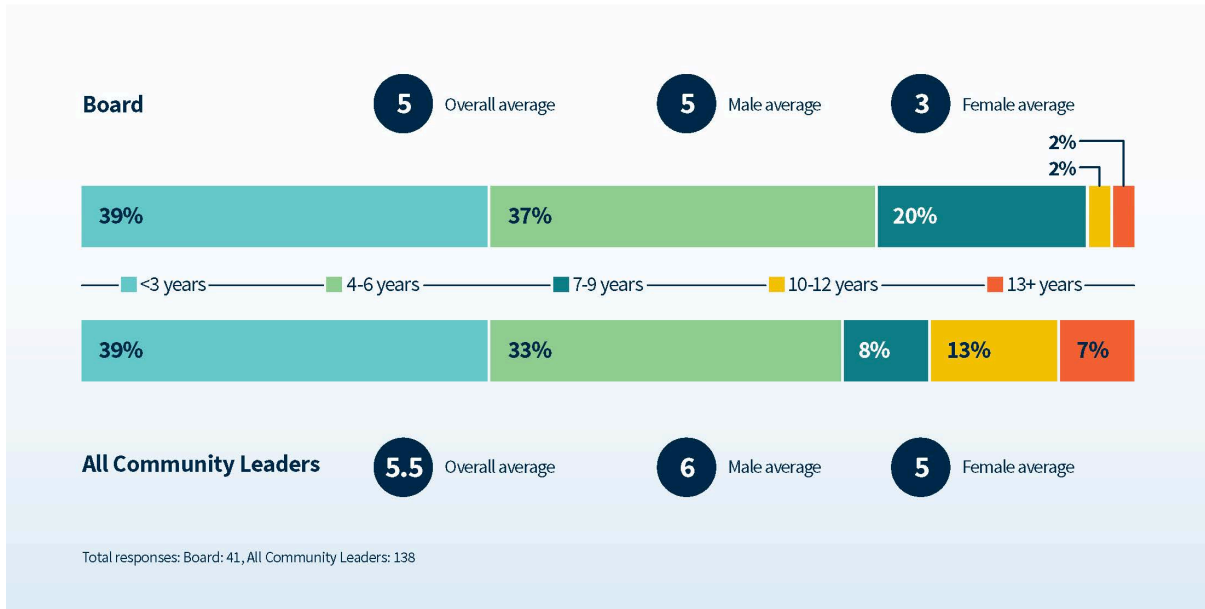
> 🔍 On average, female leader respondents – particularly Board members – served for less time than males.

- Note that Board terms are typically 3 years but survey participants were asked to write in the number of years they served in leadership roles, and the average was then taken.
- Most Board members served for one or two terms.
- As would be expected, significantly more community leaders served for over 10 years compared to Board members.
- For Board members, the average length of time served varied across the regions (5 years for EUR and LAC, 6 for NA, and 7 for AF and AP); whereas Board members with African citizenship tended to serve for slightly longer and LAC slightly shorter, data for community members showed the opposite trend (4 years for AF, 5 for AP, 6 for NA and EUR, and 7 for LAC).

Participation in Newcomer Programs

Have you ever participated in the following ICANN programs?
Select all that apply.

	Board	All Community Leaders	NomCom	ccNSO	GNSO	At-Large
ICANN Fellowship Program	6	31	8	5	13	13
NextGen@ICANN	0	3	0	0	2	1

Total responses: Board: 6, All Community Leaders: 33, NomCom: 8, ccNSO: 5, GNSO: 15, At-Large: 13

> About a quarter of all leadership respondents took part in the Fellowship or NextGen@ICANN Programs.

- The Fellowship Program began in 2007, and NextGen@ICANN began in 2014.
- Thirty-six survey participants indicated they had taken part in the Fellowship Program and/or NextGen@ICANN, indicating that one participant participated in both programs.
- As this question did not have a "None of the above" option, only those who were program alumni answered it; the following survey question had 155 respondents, indicating that 23% of survey participants had taken part in one of these programs.

Higher Education Degrees

Which, if any, higher education degrees do you hold?

	Board	All Community Leaders
Associate degree / Foundation degree	2%	3%
Bachelor's degree / Undergraduate degree	39%	39%
Master's degree / Postgraduate degree	46%	57%
Doctorate degree	32%	20%
Professional degree / Specialist degree	12%	13%
None of the above	0%	4%
Other	2%	1%

Total responses: Board: 41, All Community Leaders: 143
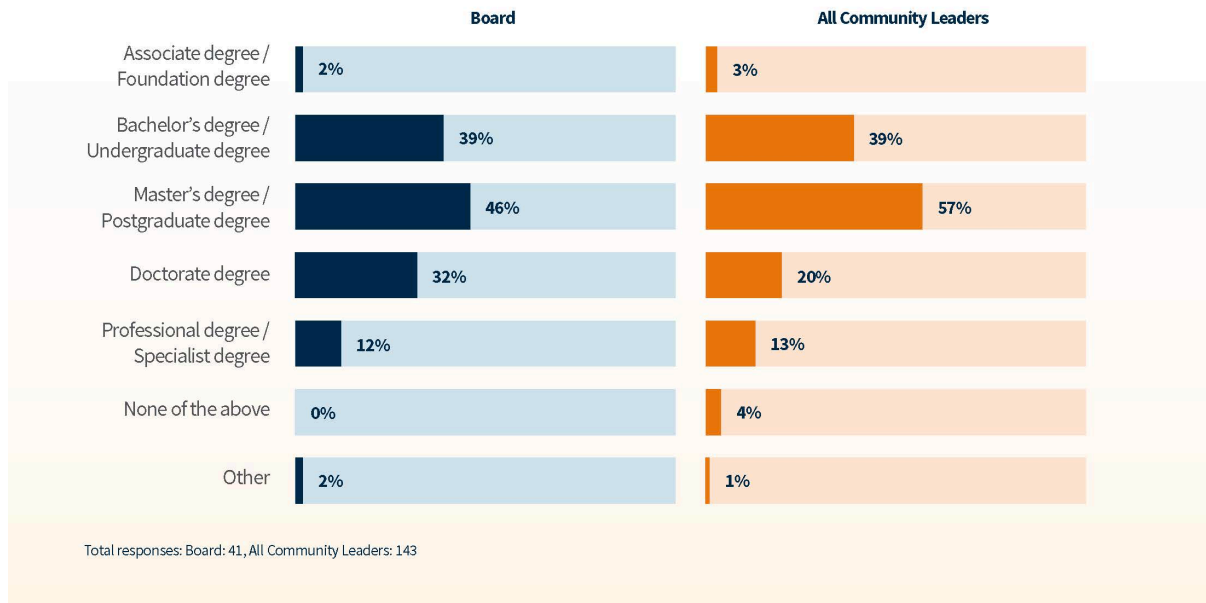
A large majority of all leadership respondents hold degrees of higher education.

A third of Board respondents hold doctoral degrees.

- Only 3% of survey participants selected "none of the above," indicating that 97% of all leader respondents hold higher education degrees.
- Types of degree vary globally and many survey participants appear to have only selected their highest degree (in other words, many who selected the doctorate degree option did not also select the bachelor's/undergraduate degree option). Future surveys could consider changing the wording question to indicate highest degree or add other clarifying language.
- Over half of the community leaders who participated in this survey (57%) hold master's/postgraduate degrees, and approximately one-third (32%) of the Board members who participated in this survey hold doctoral degrees.
- Nearly half (46%) of the Board members indicated that they earned their degree(s) in science(s) or mathematics; this was also the most common choice for community leaders (36%). The second most common selection was technology (34% for the Board, 35% for the community). Note that, within the survey text, two options had further clarifying details: "Humanities (literature, history, languages, etc)" and "Social sciences (anthropology, sociology, psychology, etc."
- Based on write-in responses, future surveys could consider additional categories, including economics, engineering, international relations/diplomacy/public policy, and music.

Areas of Degrees

In what area(s) did you earn your degree(s)? Select all that apply.

Total responses: Board: 41, All Community Leaders: 136
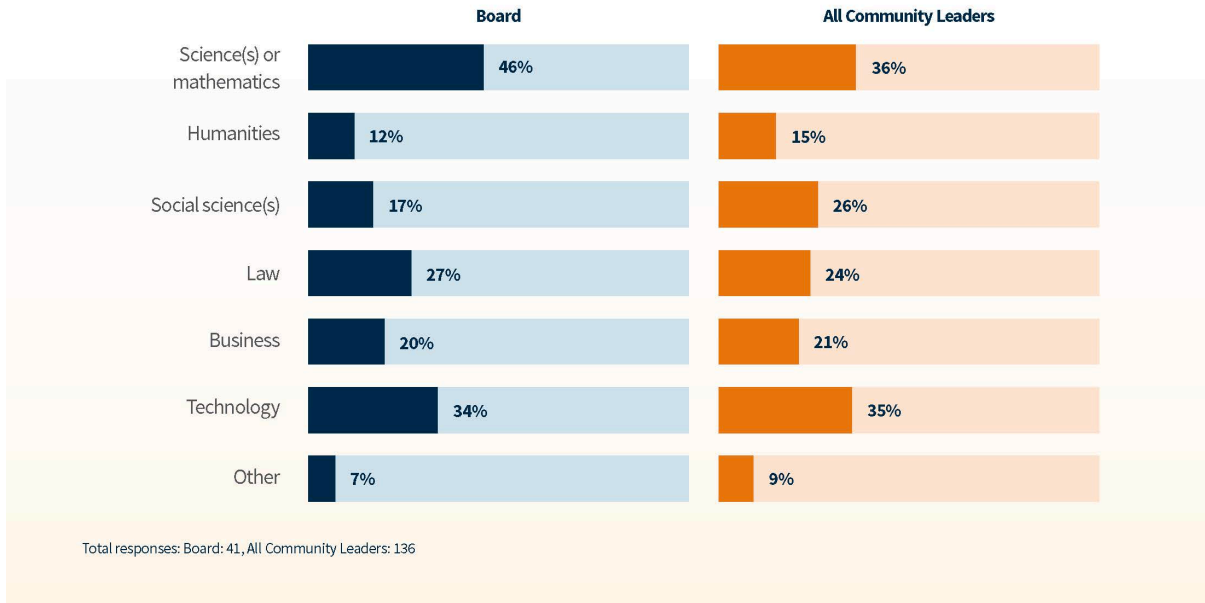
🔍 **Nearly half of the Board respondents earned their degree(s) in science(s) or mathematics.**

- Degrees in science(s) or mathematics was also the most common choice for community leaders. The second most common selection was technology.
- Note that, within the survey text, two options had further clarifying details: "Humanities (literature, history, languages, etc)" and "Social sciences (anthropology, sociology, psychology, etc."
- Based on write-in responses, future surveys could consider additional categories, including economics, engineering, international relations/diplomacy/public policy, and music.

Other Leadership Positions

Do you currently hold, or have you ever held, leadership positions in other organizations/groups?

13% No — **Board** — **87%** Yes

15% No — **All Community Leaders** — **85%** Yes

Total responses: Board: 38, All Community Leaders: 123

🔍 The majority of leaders held or hold leadership positions in other organizations.

- For the Board, the most common type of other leadership role is in Internet governance organizations, followed by not-for-profit associations. For the community, that order is reversed.
- Areas of divergence from the community leadership averages varied by group:
  - Three-quarters of At-Large leaders (76%) have been or are involved in Internet governance organizations.
  - Three-quarters (75%) of ccNSO Council members have been or are involved in domain name-related organizations. Nearly half (42%) of ccNSO Council members have been or are involved in technical groups.
  - About half (48%) of NomCom members have been or are involved in professional groups.
- Numbers are roughly similar for whether the leadership role was at the local, regional, or global level for the ICANN Board and community leadership generally. One exception is that the ccNSO Council has a significantly higher percentage involved in local/regional leadership compared to global.

Sectors of Other Leadership Positions

In which sectors/fields were your other leadership roles? Select all that apply.

	Board	All Community Leaders
Internet Governance Orgs	63%	51%
Domain Name Related Orgs	31%	29%
Not-For-Profit Associations	53%	65%
Political Orgs	6%	6%
Professional Groups	41%	38%
Regional Internet Registries (RIRs)	9%	9%
Technical Groups	41%	28%
Other	34%	12%

Total responses: Board: 32, All Community Leaders: 102
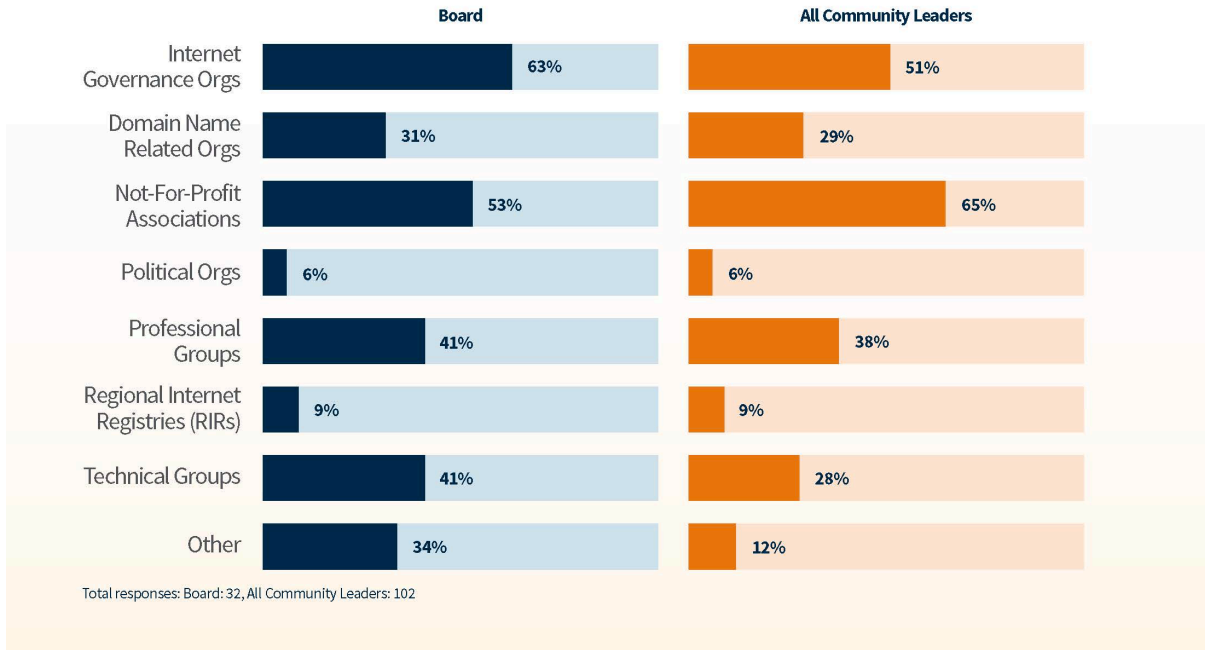
Types of Other Leadership Positions

Were the non-ICANN leadership positions for local, regional, or global organizations? Select all that apply.

	Local	Regional	Global
Board	58%	45%	65%
All Community Leaders	63%	57%	61%
NomCom	63%	56%	63%
ccNSO	83%	83%	50%
GNSO	52%	61%	57%
At-Large	73%	58%	58%

Total responses: Board: 31, All Community Leaders: 102, NomCom: 32, ccNSO: 12, GNSO: 45, At-Large: 34
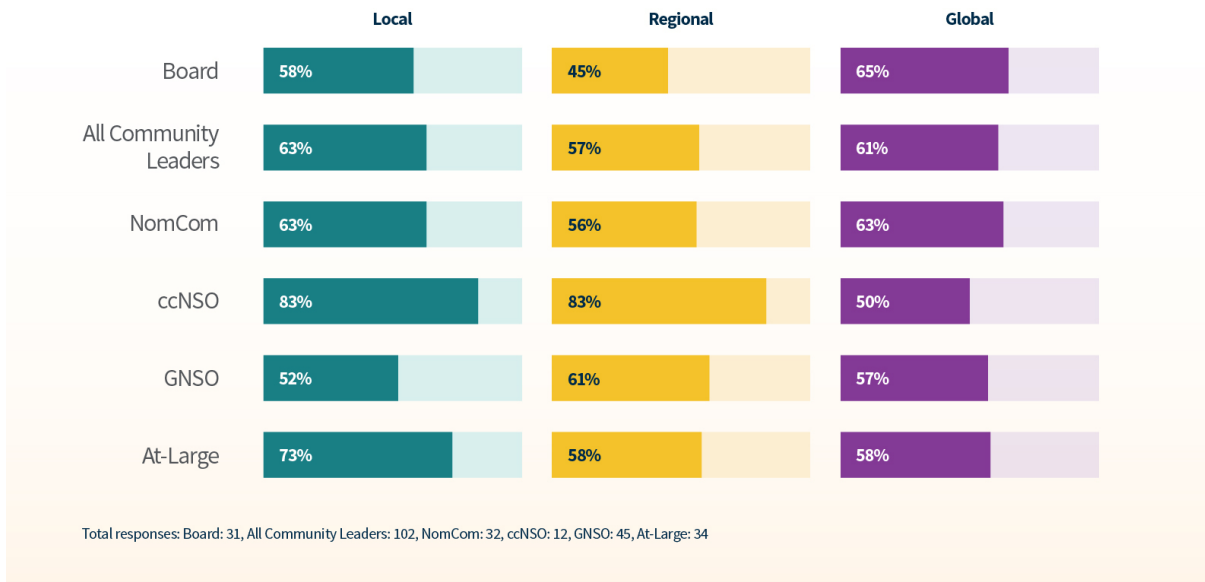
STAKEHOLDER GROUPS

Stakeholder Groups

With which stakeholder group(s) do you identify? Select all that apply.

Board

Academia	26%
Business	43%
Civil Society	40%
End-Users	40%
Government	11%
Legal	15%
Technical Community	62%
Other	6%

All Community Leaders

Academia	24%
Business	36%
Civil Society	43%
End-Users	39%
Government	7%
Legal	14%
Technical Community	49%
Other	4%

Total responses: Board: 47, All Community Leaders: 152

> The technical community is the most common stakeholder group for both Board and community leadership respondents.
>
> Over two-thirds of Board members have held community leadership positions, with NomCom and ALAC being the most common.

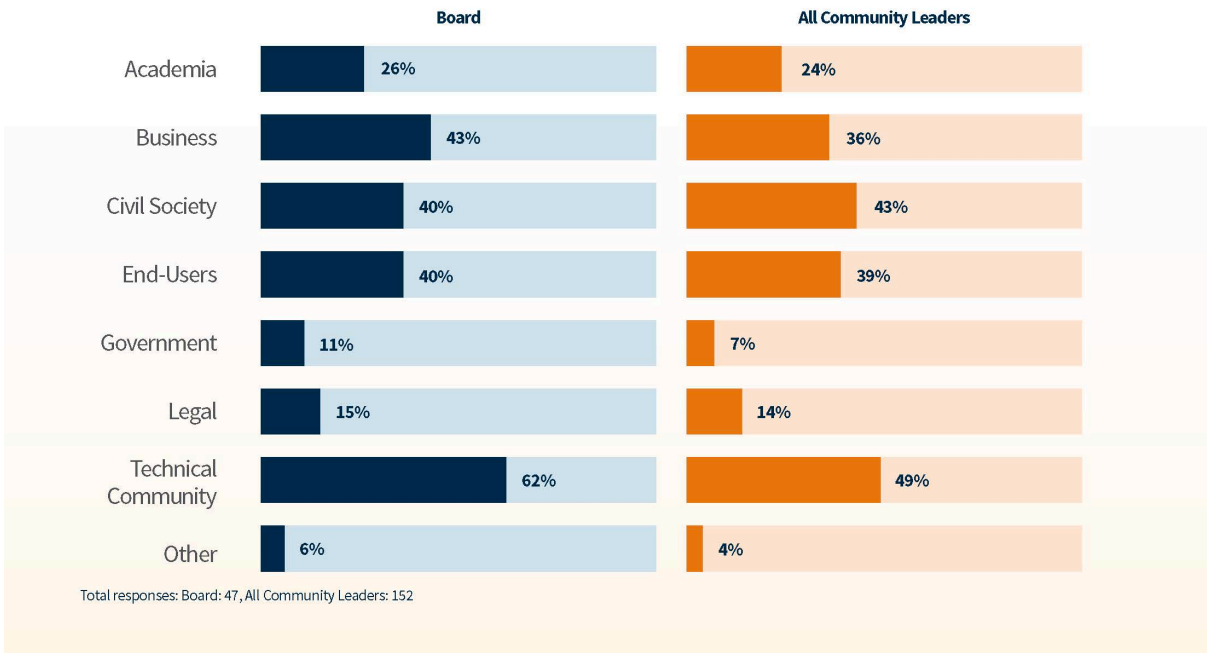- Response selections for this question are close to double the number of participants, suggesting that many leaders identify with more than one stakeholder group.
- The technical community is the most common group for both the Board and community. For the Board, business is the second most common, followed by civil society and end users. For the community, civil society is the second most common, followed by end users and business.
- Different groups featured varying percentages of leaders identifying with specific stakeholder groups, with the ccNSO Council featuring a high percentage of leaders in the technical community (77%), GNSO leadership featuring a high percentage of leaders in business (48%), and At-Large featuring high percentages of end users and civil society (65% and 61%, respectively).
- Future surveys could consider additional categories, as multiple write-in responses referred to contracted parties, the domain industry, or registries/registrars.

ICANN-Specific Stakeholder Groups

- There is significant overlap between stakeholder groups; only a third (32%) of survey participants who indicated that they were past or current Board members indicated that they are/were not a member of either the NomCom or SO/AC leadership.
- Over a quarter of Board members who participated in this survey have served/serve as NomCom members; just under a quarter have been/are ALAC members.
- Note that, for the below chart, abbreviations are used for brevity; full leadership positions for each group can be found in the chart in the Methodology section; "none of the above" refers to the positions listed directly above.

Board Members Holding Community Leadership Positions		
Group	Number	Percentage
NomCom	14	28%
ASO	2	4%
ccNSO	6	12%
GNSO	5	10%
ALAC	11	22%
GAC	5	10%
RSSAC	2	4%
SSAC	2	4%
None of the above	16	32%
CSG, BC, ISPCP, NCSG, NPOC	0	0%
IPC	1	2%
NCUC	1	2%
RrSG	2	4%
RySG	1	2%
None of the above	43	92%
EURALO	2	4%
AFRALO, APRALO, LACRALO, NARALO	0	0%
None of the above	48	96%
DNSO Council	6	12%
DNSO General Assembly	1	2%
PSO	0	0%
None of the above	42	86%

- Nearly a third (32%, 14 individuals) of NomCom members who participated in this survey have been/are ALAC members; the second most-commonly selected option from NomCom members is the GNSO (18%, 8).

APPENDIX

Region of Residence

In which ICANN region do you currently reside? If you have more than one residence, please choose your primary residence.

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	46	152	43	22	66	49
Africa (AF)	4%	12%	9%	9%	11%	10%
Asia / Australia / Pacific (AP)	9%	13%	16%	18%	9%	18%
Europe (EUR)	43%	26%	26%	23%	27%	27%
Latin America / Caribbean (LAC)	11%	17%	16%	32%	17%	20%
North America (NA)	33%	33%	33%	18%	36%	24%

Region of Citizenship

In which ICANN region(s) do you currently have citizenship? Select all that apply.

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	46	153	43	22	67	50
Africa (AF)	9%	15%	14%	9%	13%	14%
Asia / Australia / Pacific (AP)	13%	16%	16%	23%	15%	20%
Europe (EUR)	46%	27%	30%	23%	30%	26%
Latin America / Caribbean (LAC)	13%	18%	19%	32%	16%	22%
North America (NA)	33%	35%	33%	23%	40%	26%

Region of Study

In which region(s) did you study for your degree(s)? Select all that apply.

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	**40**	**136**	**39**	**19**	**61**	**44**
Africa (AF)	10%	14%	15%	11%	13%	9%
Asia / Australia / Pacific (AP)	13%	14%	18%	26%	11%	18%
Europe (EUR)	43%	43%	31%	26%	46%	43%
Latin America / Caribbean (LAC)	15%	18%	18%	32%	13%	20%
North America (NA)	55%	43%	41%	32%	51%	41%

Languages

What is/are your native language(s)?

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	**45**	**147**	**41**	**20**	**66**	**47**
English	51%	59%	54%	45%	67%	57%
French	13%	8%	10%	10%	11%	4%
Spanish	11%	15%	12%	35%	11%	19%
Arabic	7%	4%	7%	0%	5%	2%
Chinese	0%	2%	2%	10%	2%	0%
Russian	0%	2%	0%	5%	3%	0%
Portuguese	4%	3%	7%	0%	2%	2%
Other	27%	19%	22%	10%	12%	23%

In which language(s) are you comfortable communicating when conducting ICANN-related business? Select all that apply.

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	**47**	**151**	**43**	**22**	**67**	**48**
English	100%	94%	98%	95%	93%	94%
French	36%	20%	16%	18%	19%	23%
Spanish	21%	23%	19%	36%	22%	25%
Arabic	6%	3%	5%	0%	3%	2%
Chinese	0%	1%	2%	0%	1%	0%
Russian	2%	3%	2%	5%	1%	4%
Portuguese	4%	6%	12%	9%	3%	2%
Other	17%	12%	9%	9%	13%	13%

Higher Education

Which, if any, higher education degrees do you hold?

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	**41**	**143**	**40**	**21**	**64**	**45**
Associate degree / Foundation degree	2%	3%	0%	0%	5%	2%
Bachelor's degree / Undergraduate degree	39%	39%	38%	33%	48%	29%
Master's degree / Postgraduate degree	46%	57%	60%	52%	53%	60%
Doctorate degree	32%	20%	15%	29%	22%	18%
Professional degree / Specialist degree	12%	13%	10%	14%	17%	18%
None of the above	0%	4%	3%	5%	3%	2%
Other	2%	1%	3%	0%	0%	2%

In what area(s) did you earn your degree(s)? Select all that apply.

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	**41**	**136**	**39**	**19**	**60**	**43**
Science(s) or mathematics	46%	36%	44%	42%	27%	33%
Humanities (literature, history, languages, etc)	12%	15%	13%	16%	15%	12%
Social science(s) (anthropology,	17%	26%	28%	16%	33%	23%
Law	27%	24%	18%	32%	33%	21%
Business	20%	21%	28%	16%	22%	23%
Technology	34%	35%	38%	37%	25%	40%
Other	7%	9%	3%	0%	7%	16%

Other Leadership Positions

Do you currently hold, or have you ever held, leadership positions in other organizations/groups?

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	**38**	**123**	**36**	**15**	**55**	**39**
Yes	87%	85%	92%	80%	84%	87%
No	13%	15%	8%	20%	16%	13%

In which sectors/fields were your other leadership roles? Select all that apply.

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	32	102	33	12	44	34
Internet governance organizations	63%	51%	45%	50%	48%	76%
Domain name-related organizations	31%	29%	30%	75%	32%	24%
Not-for-profit associations	53%	65%	67%	58%	68%	71%
Political organizations	6%	6%	6%	0%	7%	9%
Professional groups	41%	38%	48%	33%	39%	47%
Regional Internet Registries (RIRs)	9%	9%	12%	17%	2%	6%
Technical groups	41%	28%	36%	42%	16%	24%
Other	34%	12%	12%	8%	7%	3%

Were the non-ICANN leadership positions for local, regional, or global organizations? Select all that apply.

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	31	102	32	12	45	34
Local	58%	63%	63%	83%	56%	71%
Regional	45%	57%	56%	83%	60%	53%
Global	65%	61%	63%	50%	60%	56%
Other	0%	0%	0%	0%	0%	0%

Stakeholder Groups

With which stakeholder group(s) do you identify? Select all that apply.

	Board	All Community	NomCom	ccNSO	GNSO	At-Large
TOTAL RESPONSES	**47**	**152**	**43**	**22**	**66**	**49**
Academia	26%	24%	23%	27%	27%	27%
Business	43%	36%	37%	45%	48%	18%
Civil society	40%	43%	47%	23%	42%	61%
End-users	40%	39%	42%	27%	33%	65%
Government	11%	7%	2%	9%	5%	6%
Legal	15%	14%	12%	23%	21%	10%
Technical community	62%	49%	58%	77%	33%	41%
Other	6%	4%	2%	5%	6%	4%

Years Served

During which years did you serve on the ICANN Board? Select all ranges that apply. / During which years did you serve as a leader in the ICANN community (NomCom, SOs/ACs, including SGs/Cs/RALOs and historic groups)? Select all ranges that apply.

	Board Response Selections (number)	Board Response Selections (%)	Community Response Selections (number)	Community Response Selections (%)
1998-2000	9	19%	10	6%
2001-2003	12	25%	22	14%
2004-2006	10	21%	28	18%
2007-2009	10	21%	29	19%
2010-2012	10	21%	35	22%
2013-2015	13	27%	51	33%
2016-2018	19	40%	72	46%
2019-2021	14	29%	74	47%
2022 / Current leadership	9	19%	67	43%
Not sure of exact years	4	8%	6	4%
	Total responses: Board: 48		**Total responses: All Community Leaders: 156**	

Place of Residency, Citizenship, and Higher Education

In which country or territory do you currently reside? If you have more than one residence, please select the primary one. / In which country or territory do you currently have citizenship? Select all that apply. / In which country/countries or territory/territories did you study for your degree? Select all that apply. (Note that blank spaces equal zero (0).)

	Residence	Citizenship	Higher Education
Argentina	3	4	5
Armenia		1	1
Australia	8	11	10
Austria	1		3
Belgium	1		1
Brazil	3	4	5
Cameroon		1	1
Canada	5	13	12
Chile	2	2	2
China		1	1
Colombia	1	2	1
Congo, The Democratic Republic of		1	1
Cook Islands	1	1	
Costa Rica	1	2	
Ecuador	1		
Egypt	2	3	3
El Salvador	1	1	1
Finland			2
France	2	6	11
Germany	5	5	6
Ghana		1	1
Greece			1
Guatemala	1	1	1
Guernsey		1	
Haiti	1	1	

Hungary			1
India	1	2	2
Iran, Islamic Republic of		1	2
Ireland		3	2
Italy	1	4	3
Japan	2		1
Kenya		1	
Latvia	1	2	2
Liberia		1	
Malawi	1	1	1
Malaysia	1	2	
Malta			1
Mauritius	2	1	1
Mexico	1	2	2
Namibia	1		1
Netherlands	4	2	3
New Zealand	1	3	2
Nigeria	5	7	5
Norway		2	3
Panama, Republic of	1	2	1
Puerto Rico	1	1	
Romania	1	2	2
Russian Federation	2	2	3
Serbia	1	1	1
Singapore			2
Slovenia			1
Solomon Islands			1
South Africa	2	2	2
Spain	1	2	5
Sweden	1	2	3

Switzerland	1	2	3
Taipei, Chinese		2	1
Trinidad and Tobago	1	5	4
Tunisia		3	3
Turkey			1
Turks and Caicos Islands	1		
Uganda		1	1
Ukraine	1	1	1
United Arab Emirates	2		
United Kingdom of Great Britain and Northern Ireland	7	10	28
United States of America	28	38	56
United States Minor Outlying Islands	1	2	
Uruguay	2	2	2
Venezuela, Bolivarian Republic of		3	2
Viet Nam		1	
Yemen		1	
Total responses	**113**	**160**	**146**