

ICANN: DIVERSITY, EQUITY, & INCLUSION



Moderated by: Pari Esfandiari

Panelists:



May 16, 2023



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Agenda

1. Organization of the call – At Large Staff (2 Minutes)
2. Welcome: EURALO Chair - Sébastien Bachollet (3')
3. Introduction - Pari Esfandiari (10')
4. Speakers Remarks: (30')
 - Leadership Diversity - Sébastien Bachollet, EURALO Chair (10 min)
 - ICANN Diversity Policies - Jeanette Caldera, ICANN HR (10 min)
 - Perception of ICANN Diversity - Hortense Jongen
5. Open discussion - Moderator: Pari Esfandiari (30 min)
6. Closing Remarks (5 minutes)
7. Conclusion – Sebastien (5 minutes)

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Pari
Esfandiari

Pari Esfandiari is a member of the At-Large Advisory Committee (ALAC) – EURALO at the Internet Corporation for Assigned Names and Numbers (ICANN). She is the president and co-founder at the Global TechnoPolitics Forum and serves on APCO Worldwide’s International Advisory Council, and is a member of the Action Council at the Atlantic Council’s GeoTech Center. She is also the founder and CEO at the Pario Consultants, an international technology investment and incubating company. Previously, she was a Nonresident Senior Fellow at the Atlantic Council. Esfandiari is a serial entrepreneur, internet pioneer, and sustainable development executive.

She has a doctorate from Oxford Brookes University in the sustainability business and is an avid environmentalist.

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Sébastien
Bachollet



Chair of EURALO

(European At-Large regional organization – ICANN)

<https://atlarge.icann.org/alses/euralo>
ATRT3 and WS2 shepherd

Member of the Board of AFNIC (.fr)
www.afnic.fr

Honorary Chair – Internet Society
France
www.isoc.fr



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Learning and Development Director
ICANN Org

Jeanette
Caldera

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Dr. Hortense
Jongen

Hortense is an Assistant Professor in International Relations at the Vrije Universiteit Amsterdam, and a Researcher at the School of Global Studies at the University of Gothenburg. As of September 2021, she is Principal Investigator of the three-year research project ‘Digital Self-Determination for the South? Legitimacy in the Regional Internet Registries,’ which is funded by the Swedish Research Council.

Hortense’s research interests are in the areas of authority and legitimacy in new modes of global governing, with a specific interest in global Internet governance, the global governance of corruption, multistakeholder governance, soft multilateral governance, and mixed-methods research.



DIVERSITY ELEMENTS

- Race
- Gender
- Religion
- Ethnicity
- Socioeconomic status
- Age
- Language
- Marital status
- Mental ability
- Physical abilities and disabilities
- Sexual orientation

Diversity is also about the intangible qualities such as experiences, skills, ideas, perspectives, values, and political inclinations.

Key argument: Diversity of thought only comes from diversity of lived experiences.



EQUITY & INCLUSION

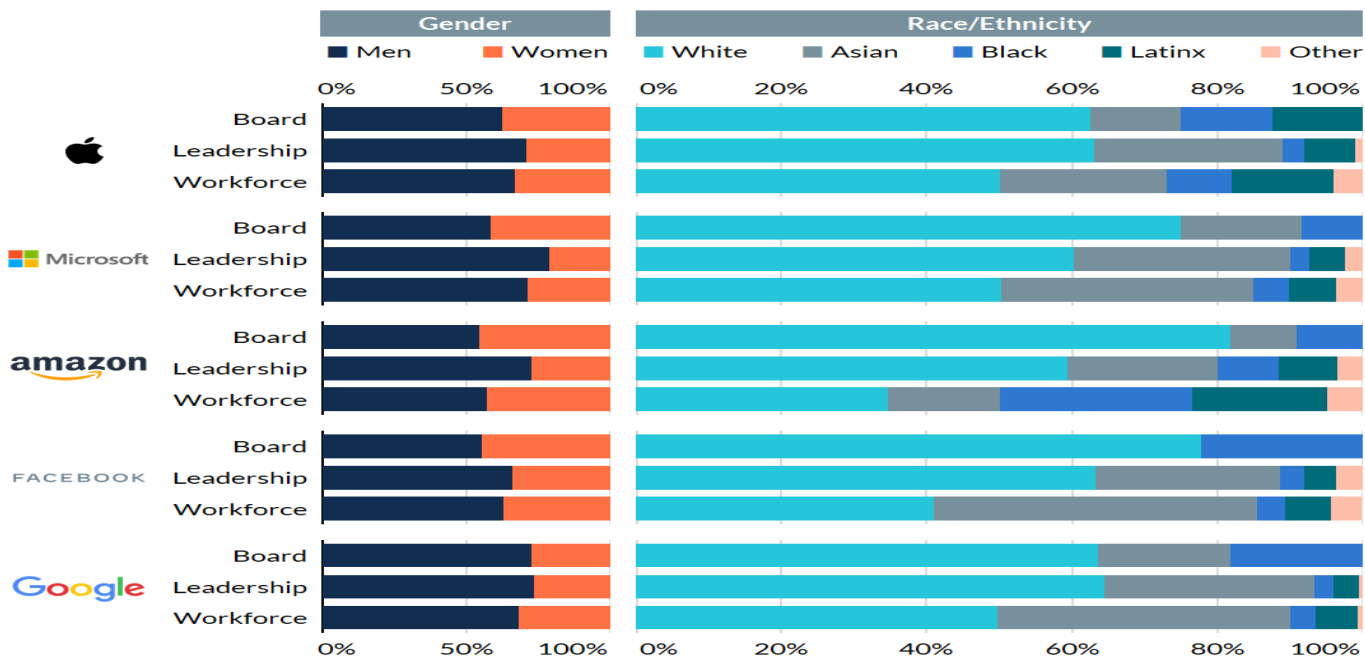
- Equity is the promotion of impartiality and removal of structural barriers in an organization's policies.
- Inclusion is providing a supportive environment to those staff that are usually invisible and ensuring no one is excluded based on their identities.

Diversity is a strategy to hire the best people, recognizing that societal & cultural influences as well as systematic and structural barriers reinforce inequalities and make certain talented people invisible.

WORKFORCE DIVERSITY



Workforce Diversity at the Big 5 Tech Giants



Note: Gender represents global workforce; race/ethnicity represents US workforce
 Source: Company websites, diversity reports, proxy statements, DiversIQ research

DiversIQ

Organizational levels



Board



Leadership



Workforce

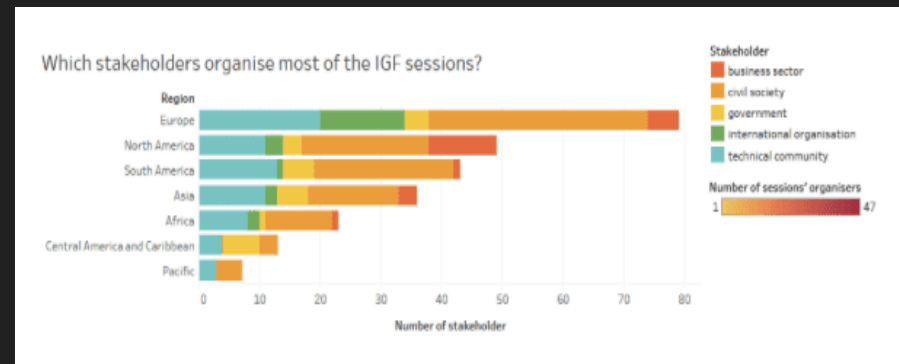
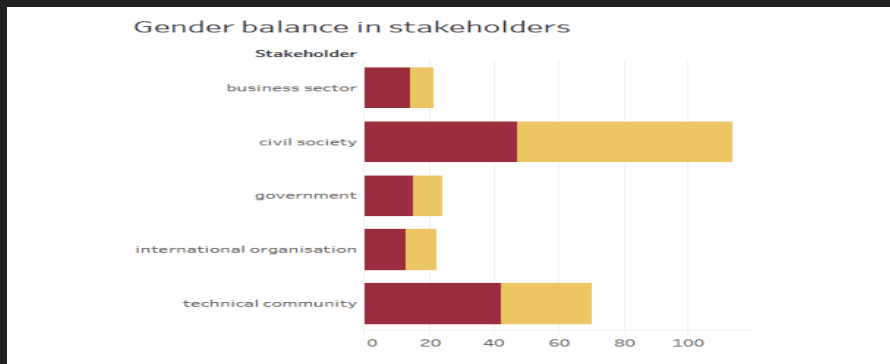
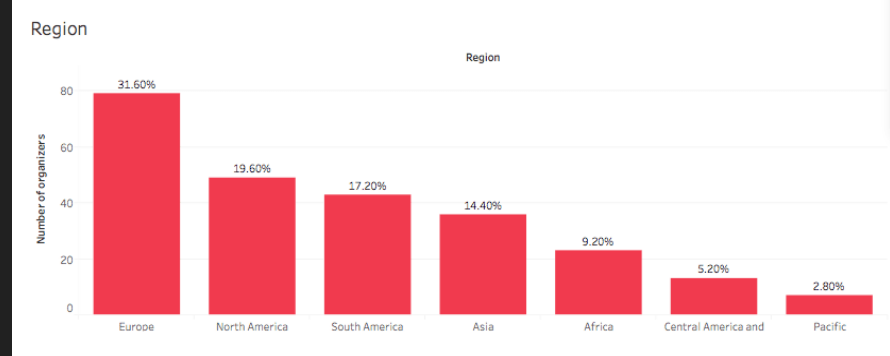
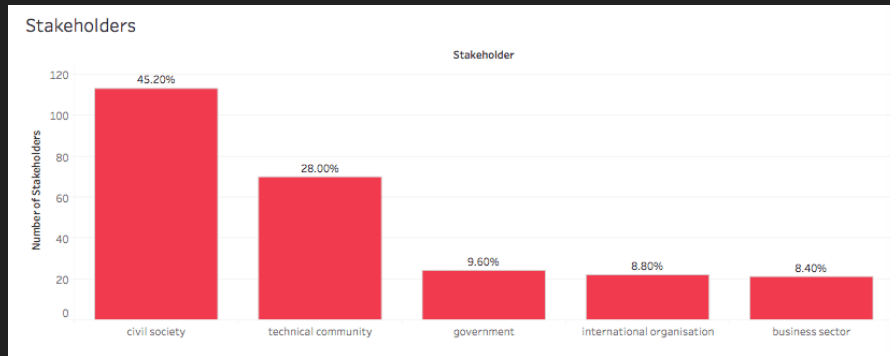
MULTISTAKEHOLDER DIVERSITY

- Multistakeholder model is inherently complex.
- Ensuring diversity and managing power relations among and within the stakeholders are very challenging.

- Technical Community
- Government
- International Organizations
- Private Sector
- Civil Society



MULTISTAKEHOLDER DIVERSITY



Source: Diplomacy EDU 2016 - <https://www.diplomacy.edu/blog/demography-internet-governance-forum/>



DIVERSITY MOTIVATIONS

- Financial
- Efficiency
- Workforce
- Legitimacy

- Human Rights
- Benefits to Society (efficiency & harmony)
- SDGs:
 - Gender Equality (SDG 5)
 - Reduced Inequalities (SDG 10)

Removing the ROI case as the primary driver for diversity efforts unleashes the power of cultural awareness.



THANK YOU