Monthly RoundTable 2-23 (by EURALO)

Speaker

Sébastien Bachollet

Chair of EURALO
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16th May 2023

Diversity in ICANN Leadership

Sébastien Bachollet
EURALO Chair

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: male, particularly at the level of chair and CEO are privileged
  - Board: North American and European are the majority
  - 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

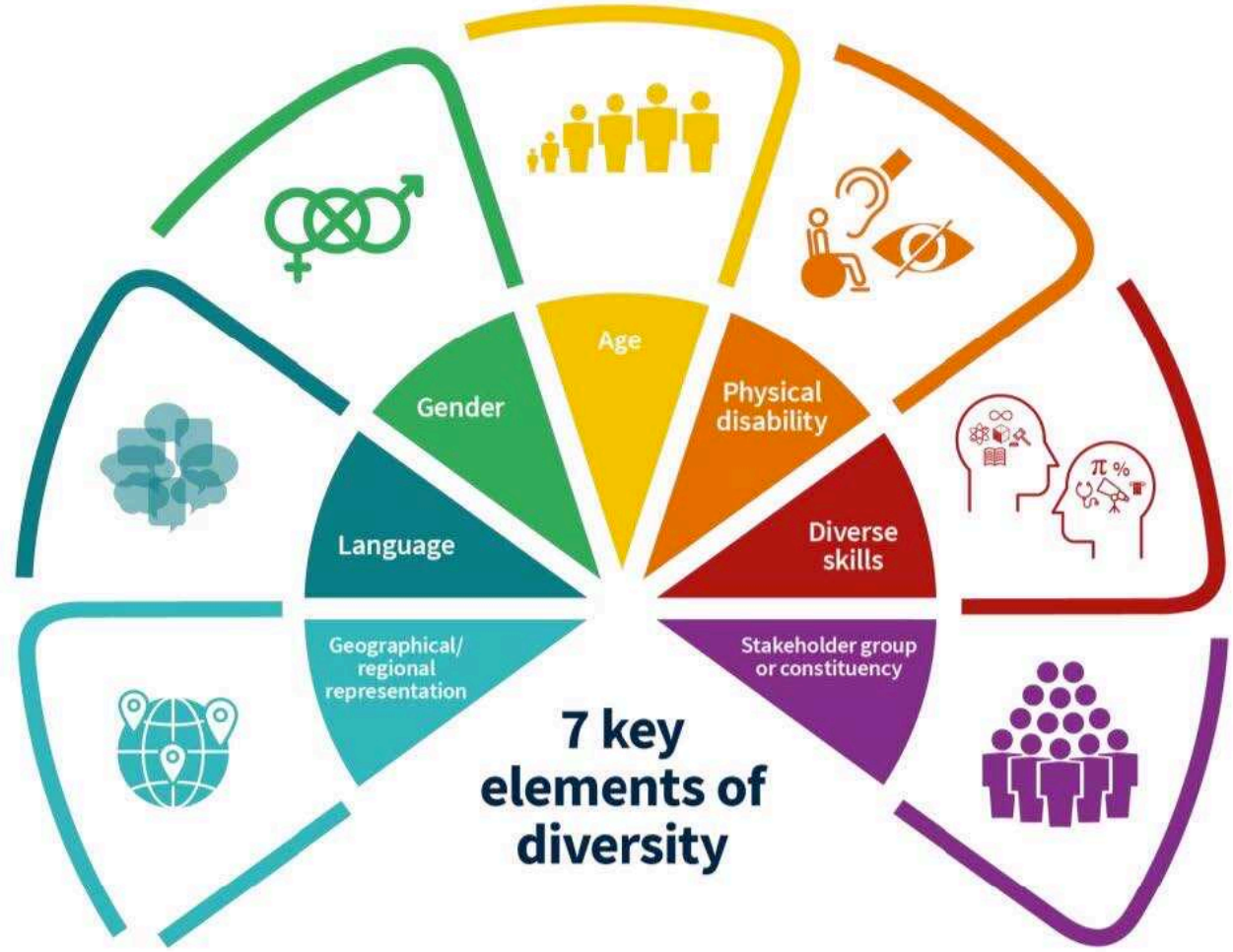
Over half of respondents became leaders between the ages of 40 and 54

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

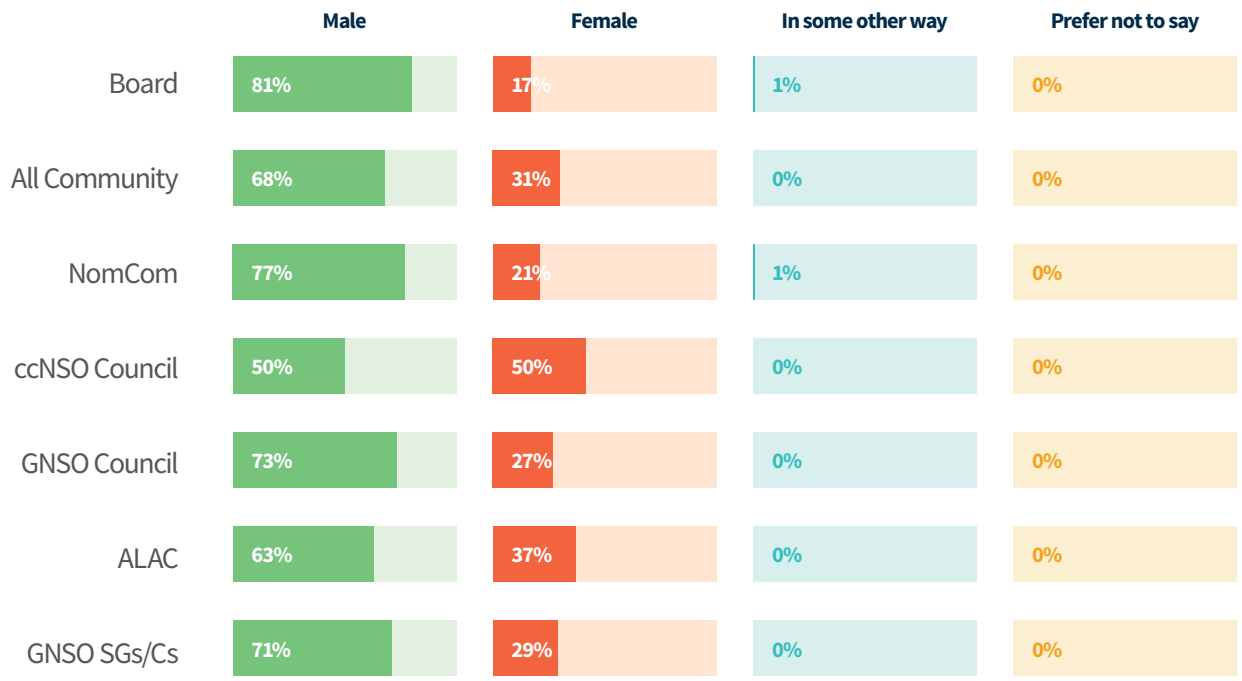
Over half of survey respondents earned degrees of higher education in the United States or United Kingdom

The technical community is the most common stakeholder group for respondents

WorkStream 2 (WS2) Elements of Diversity



How do you identify your gender?



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Hand made study 1998 – 2018 Board composition

Sébastien Bachollet
EURALO Chair

ICANN Board history short summary (1/3)

The Internet Corporation for Assigned Names and Numbers ("ICANN") Board, consist of voting Directors and non-voting liaisons (collectively the "Board" or "Board members")

- **Role of the Board**
  - The mission of ICANN is to ensure the stable and secure operation of the Internet's unique identifier systems
  - The fundamental responsibility of Directors is to exercise their business judgment to act in what they reasonably believe to be the best interests of ICANN and in the global public interest, taking account of the interests of the Internet community as a whole rather than any individual group or interest
  - It is the duty of the Board to oversee management's performance to ensure that ICANN operates in an effective, efficient and ethical manner
  - The Board will also be responsible for overseeing the development of ICANN's short, medium and long-term strategic plans, ensuring that they will result in sustainable outcomes, and taking account of the critical interdependencies of financial, human, natural, manufactured, social and intellectual capitals

- **Composition of the Board**
  - The Board has 16 voting members ("Directors") and five non-voting liaisons ("Liaisons") (collectively Directors and Liaisons referred to as "Board Members")
  - The Board must represent each geographic region (Europe, Asia/Australia/Pacific, Latin America/Caribbean islands, Africa and North America) with at least one director and no region have more than five Directors on the Board

ICANN Board history short summary (2/3)

- ICANN was incorporated in California on September 30, 1998, with 9 members including Esther Dyson as founding chairwoman and Mike Roberts as CEO
- Per its original Bylaws, primary responsibility for policy formation in ICANN was to be delegated to three supporting organizations (Address Supporting Organization, Domain Name Supporting Organization, and Protocol Supporting Organization), each of which was to develop and recommend substantive policies and procedures for the management of the identifiers within their respective scope
- The main changes to the Board after this first (one year) period
  - 1999: Election of 9 Board members (ASO, DNSO and PSO)
  - 2000: Direct election of 5 At-Large Board members to replace 5 initial BMs
  - June 2003: ICANN 2.0 with 15 Board members and the CEO + 5 liaisons
  - Dec 2010: the ALAC liaison was converted to a voting director
  - 2013: the TLG liaison seat was phased out

ICANN Board history short summary (3/3)

From 1998 to 2018 ICANN had

- 105 people member of the Board (including CEOs)
  - Gender: 20 ♀ , 85 ♂
- 35 selected by Nomcom
  - Gender: 11 ♀ , 24 ♂
  - Knowledge of ICANN prior joining the Board
    - Yes: 20
    - No: 15
- 4 Chairs (1 ♀ , 3 ♂) & 6 Vice-chairs (only ♂)
- 7 CEO (only ♂)