



# **GENDER DIVERSITY AND PARTICIPATION**

## **Survey Report**



# GENDER DIVERSITY WITHIN THE ICANN COMMUNITY



## Most Agree

that all genders are treated fairly and equally in the ICANN community.

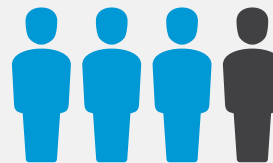


Over 85% **do not feel excluded** from events or discussions because of their gender.

Females perceive the community as less inclusive than Males.



Feelings of exclusion, sexism or gender bias are most likely to occur at **ICANN Meetings**.




75% Indicated that they have **not experienced or witnessed** what they perceive to be sexism or gender bias.

Most chose **not to report** the perceived sexism or gender bias they had experienced or witnessed.

Cost is the most **significant barrier** to participation for all.



More Females face **Gender-related** barriers.  
More Males face **Language-related** barriers.

68% 

Agree that **more should be done** to increase gender diversity among community volunteer leadership.

**70%+**

Over 70% **would support** voluntary targets to increase gender diversity. Most **would not support** mandatory quotas.



Females are more likely than Males and those who identify with a non-binary gender to indicate that caring/familial responsibilities **impact participation**.

## Executive Summary

The ICANN organization conducted the Gender Diversity and Participation Survey to gain insight into current perceptions of gender diversity within the ICANN community, to identify potential barriers to participation, and to gather data to help inform ongoing community discussions on diversity.

The survey was published in seven languages and widely publicized to encourage community-wide participation. 584 people participated in the survey. Of these, 49% identify as Female, 48% identify as Male, fewer than 1% identify their gender in Some Other Way, and 3% Prefer Not to Say.<sup>1</sup>

### Perceptions of Gender Diversity and Equality in the ICANN Community

Overall, most survey participants agree that *All genders are treated fairly and equally in the ICANN community*. Significantly more Males than Females Strongly Agree with this notion, indicating a difference in perception. Additionally, 66% of Females perceive that *ICANN's community culture is male-dominated*. Most Female and Male participants agree that *Opportunities for volunteers to advance in the ICANN community are equal across all genders*. Conversely, the majority of those who identify with non-binary gender identities do not believe these opportunities are equal across all genders.

69% of respondents agree that *The ICANN community should do more to increase gender diversity*. Over 70% support *voluntary targets to increase gender diversity*, but there is significantly less support for mandatory quotas, particularly from Male respondents.<sup>2</sup>

### Perceptions of Gender and Community Leadership in the ICANN Community

Females are less likely than Males to *feel represented by ICANN's current community volunteer leadership*. Over two-thirds (68%) of respondents agree that *ICANN should do more to increase gender diversity among community volunteer leadership*, and twice as many Females as Males Strongly Agree.

Over 50% of respondents aspire to *reach a position of volunteer community leadership within ICANN*,<sup>3</sup> and Females and those with a non-binary gender note a slightly stronger aspirational desire than Males. However, over three times as many Females than Males strongly agree that *preconceptions about Female leadership negatively affect women's opportunities to advance in the ICANN community*. In contrast, Male advancement opportunities are less perceived to be affected by their gender. Most respondents are neutral or uncertain when asked about barriers to leadership that may be faced by non-binary genders; although it is difficult to draw a direct relationship, this finding could, in part, point to a general lack of familiarity with the topic.

### Perceptions of Gender and Inclusiveness in the ICANN Community

Over 85% of respondents do not feel excluded from ICANN events or discussions because of their gender, and over 75% indicate that they have not *experienced or witnessed what*

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<sup>1</sup>The survey avoids a binary approach to gender, in line with best practice. Throughout this report, all percentages have been rounded to the nearest whole number. The exact percentages for survey participants' genders are: Male: 47.68%; Female: 48.71%; In Some Other Way: 0.86%; Prefer Not to Say: 2.74%.

<sup>2</sup>Definitions of "voluntary targets" and "mandatory quotas" were not provided in the survey itself, so interpretations may vary. Typically, targets are specific, time-bound measurable objectives that are voluntary but strongly encouraged; quotas are also specific, time-bound measurable objectives, but they are mandatory and can involve penalties for failure to meet them. (These definitions are derived from the [Workplace Gender Equality Agency](#) report.)

<sup>3</sup>A definition of "community leadership" was not provided in the survey, so interpretations may vary.

*they perceive to be sexism or gender bias within the ICANN community.* However, Females perceive the community as less inclusive than Males do, and Females are twice as likely as Males to have witnessed or experienced perceived sexism or gender bias. Feelings of exclusion and perceived sexism and gender bias are most prevalent at ICANN Meetings.

Most chose not to report the perceived sexism or gender bias, and over 40% are unsure of how to make a report. Females appear less likely to report than Males, which could suggest that the reporting process presents particular challenges for Females.

### **Barriers to Participation in the ICANN Community**

60% of respondents indicate that there are barriers to participation at ICANN, though fewer Males believe there are barriers than Females and those who identify with a non-binary gender. 49% of survey participants have faced *Cost-related* barriers, indicating that cost is the most significant barrier to participation. More than one-third of respondents also personally face barriers relating to lack of time, regional-related factors, and location of meetings.

Significantly more Females than Males indicate that they face *Gender-related* barriers, and twice as many Males as Females indicate that they face *Language-related* barriers. Both Female and Male respondents mention Meeting locations' safety implications for women and emphasize the need for further capacity-development initiatives at ICANN to help lower barriers to participation.

### **Caring Responsibilities**

Most survey participants are not responsible for the care of a child or adult, and only 7% have primary care responsibilities for a child under two years old; one possible explanation could be that it is more difficult for those with familial responsibilities to participate in the ICANN community. Male and Female community members indicate similar caring responsibilities; however, Females are more likely than Males and those who identify with a non-binary gender to indicate that their caring/familial responsibilities have an impact on their participation at ICANN. Meeting length, remote participation, and costs for childcare due to travel are cited as barriers to participation for those with caregiving responsibilities.

### **Enhancing Gender Diversity at ICANN**

Most survey respondents agree that capacity development is key for gender diversity efforts, with a call from the community for *increased leadership, development, and educational programs*. Many also support *additional mentorship programs*, and almost half support *forums at ICANN Meetings regarding gender diversity*. Several ICANN Community, Board, and Organization members were nominated as role models or leaders championing gender diversity.

### **Exit Survey**

In accordance with [ICANN's Privacy Policy](#), and to ensure that all data from the Gender Diversity and Participation Survey remains anonymous, the Exit Survey was conducted as an optional stand-alone survey to gather additional information about survey respondents.

## Recommendations

The next steps on the issue of gender diversity are to be determined by the community.

Survey data suggests that some of the following actions and initiatives could be considered:

- Publish diversity data on the ICANN community.
- Consider approaches to better inform community members on how to report perceived sexism or gender bias.
- Provide further capacity development activities for the ICANN community, as well as increased mentorship and leadership programs.
- Adopt a non-binary approach to gender in all documents and materials.
- Consider suitable and reasonable voluntary targets to increase gender diversity at ICANN.

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## Survey Background



The Gender Diversity and Participation Survey was launched by the ICANN organization and was open to the entire ICANN community to ensure that all interested parties had the opportunity to share their views.



The survey was conducted in order to gather data to gain insight into current perceptions of gender diversity within the ICANN community and to identify potential barriers to participation.



The survey was open to the public from 9 June to 8 July 2017 and was widely advertised across the community.



The survey is hosted on ClickTools. All responses are anonymous and are collected in accordance with ICANN's [Privacy Policy](#).



The survey was developed as a pilot project in response to community calls for data to inform diversity discussions and will support the community's broader work on diversity. Diversity is a vital part of current discussions at ICANN, particularly in the [WS2 Subgroup on Diversity](#). Although gender is only one aspect of diversity, it was identified as a community priority, following a request from the ICANN community at [ICANN54](#) in Dublin, Ireland, during the '[Women in ICANN, Internet, and ICTs](#)' session, for further statistics to explore gender diversity. Moreover, the [Afnic report on ICANN Diversity Data](#) highlighted gaps in existing data and revealed that only 26% of leaders in the ICANN community are women.



ICANN's mission is to ensure the stable and secure operation of the Internet's unique identifier systems. Part of living up to this [Mission](#) is a commitment to improve diversity of participation at ICANN, in line with the [core values in the new Bylaws](#). In order to ensure that anyone can engage with ICANN's work, ICANN continues to work to lower barriers to participation, promote greater diversity, and support broad, inclusive participation.



Next steps are up to ICANN community members, who can consider potential solutions or recommendations on future actions through relevant mechanisms and channels. Future surveys may explore other elements of diversity identified by the [WS2 Subgroup on Diversity](#) and will benefit from this pilot survey approach.

## About the Survey

The survey consists of nine mandatory questions, some with optional write-in responses, and two additional optional write-in questions that aim to gather insights and assess perceptions about gender and participation throughout the entire ICANN community in the following categories:

- Perceptions of gender diversity and equality in the ICANN community
- Perceptions of gender and community leadership in the ICANN community
- Perceptions of gender and inclusiveness in the ICANN community
- Barriers to participation in the ICANN community
- Caring responsibilities (i.e. responsibility for the care of an immediate family member)
- Enhancing gender diversity at ICANN

All survey participants are first asked to identify their age group and gender. The terminology for gender used throughout this survey is in line with ongoing community discussions, which emphasize that the best practice is to avoid a binary approach to gender in order to be inclusive of those who identify with non-binary forms of gender. While respondents in the Male and Female categories are fairly evenly spread throughout the survey, the small sample size of respondents who identify in Some Other Way and Prefer Not to Say limit insights that can be drawn from these two particular groups.

In order to encourage participation from all regions and stakeholders, the survey was published in seven languages: Arabic, Chinese, English, French, Portuguese, Russian, and Spanish. The survey software does not offer access to data on the number of participants who completed the survey in each language, but the write-in responses show considerable numbers of French, Portuguese, and Spanish responses, as well as some Chinese and Russian responses. There were no write-in responses in Arabic.

All questions except write-in questions were mandatory and respondents were unable to proceed to the next page of the survey until each response had been completed. However, since the survey software records each response whether or not the respondent completes the entire survey, the number of responses for each question varies, from 584 at the start of the survey to 368 at the end of the survey.

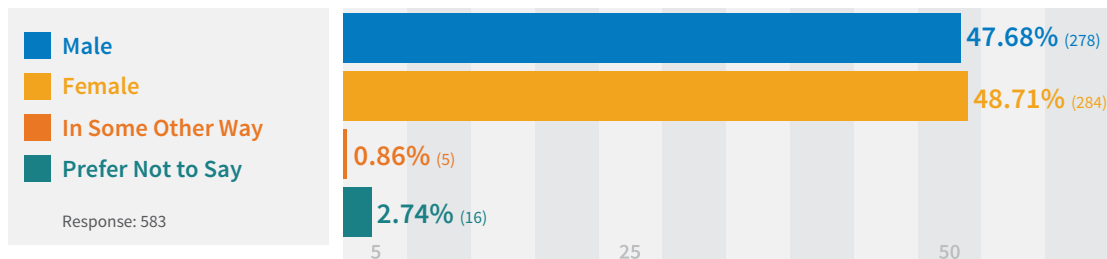
An optional Exit Survey consisting of six questions was used to gather additional data points about respondents, including their geographical region and their level of involvement in ICANN. In accordance with [ICANN's Privacy Policy](#) and to ensure that all data from the Gender Diversity and Participation Survey remains anonymous, the Exit Survey was conducted as a stand-alone survey and the resulting data was stored and analyzed separately. Around 14% of the total Gender Diversity and Participation Survey respondents completed the optional Exit Survey, offering only limited insights into the respondents' regional spread and level of involvement in ICANN.



## Survey Participants' Gender and Age

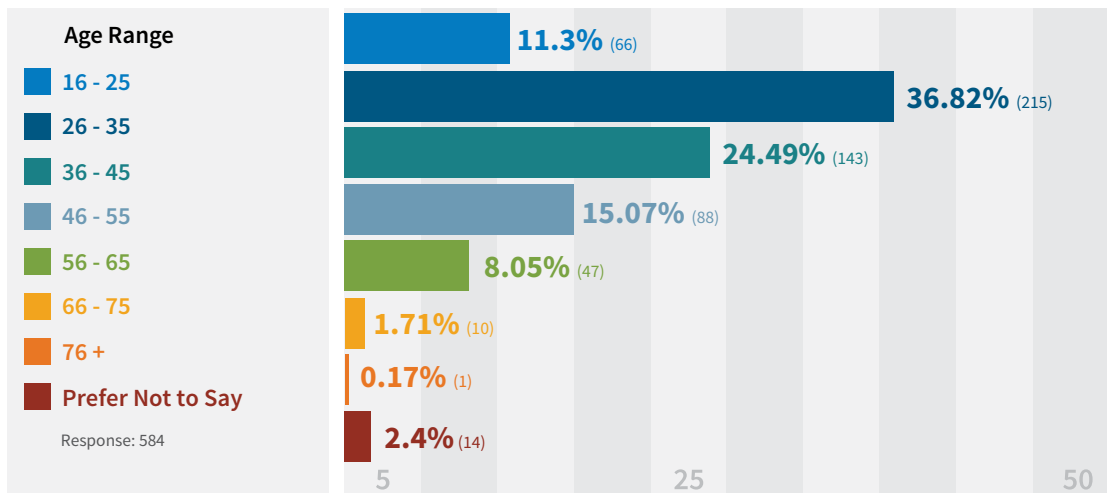
Gender identity includes both binary expressions of gender (male/female) as well as any gender (such as transgender or intersex) that does not conform to this binary. Gender is relevant to ICANN's [core value](#) of “seeking and supporting a broad, informed participation” because anecdotal evidence indicates that significantly more males participate in ICANN than other genders. For the survey to be as inclusive as possible, individuals were given the option to self-identify their gender as Male, Female, In Some Other Way, or Prefer Not to Say. The difference between gender and sexual orientation has frequently been discussed in the WS2 Subgroup on Diversity, and it is important to note the distinction between the two.<sup>4</sup>

### How do you identify your gender?



Of the 583 respondents to this question, there is an almost even split between Females (284, 49%)<sup>5</sup> and Males (278, 48%). Five respondents (less than 1%) identify themselves in Some Other Way and 16 respondents (3%) Prefer Not to Say.<sup>6</sup>

### What is your age?



<sup>4</sup>“Gender” is a term that refers to characteristics socioculturally determined as masculine or feminine, whereas “sexual orientation” refers to sexual or romantic attraction. This survey asks no questions about sexual orientation.

<sup>5</sup>Throughout this report, all percentages have been rounded to the nearest whole number. The stand-alone number refers to the total number of individuals who selected this response, and all percentages have been rounded to the nearest whole number.

<sup>6</sup>Though this question was mandatory, it appeared on the same survey page as the following question about age, so one participant completed that question and closed the survey; the survey software records all responses regardless of completion, resulting in the discrepancy between the number of responses in these two questions.

Of the 584 responses, 14 respondents (2%) prefer not to categorize themselves in any of the age groups. The greatest percentage of respondents is in the 26-35 age group (215, 37%), followed by the 36-45 age group (143, 24%).

This data could suggest that age poses a barrier to participation, that ICANN does a better job of promoting involvement to and for younger participants, or that people stop participating in ICANN over time. Without data available on age diversity across the ICANN community, it is difficult to draw definitive conclusions. Alternatively, this survey data could suggest that the topic of the survey is of more interest to younger participants or could hint that the survey itself was advertised more successfully to younger participants, such as NextGen participants, through social media.

Those who categorize their gender in Some Other Way fall mainly in the 36-45 age group (3, 60%). There are no respondents who identify their gender in Some Other Way under the age of 36. The majority of those who prefer not to reveal their gender also prefer not to list their age (7, 44%). Of those respondents who prefer not to reveal their gender, most (4, 25%) fall into the 36-45 age group and none fall into the 16-25 age group.

There is a fairly even split between respondents identifying their gender as Male or Female in most age categories:

- 39% (110) of Female respondents and 37% (104) of Male respondents fall in the 26-35 age group
- 24% (69) of Female respondents and 24% (67) of Male respondents fall in the 36-45 age group
- 15% (42) of Female respondents and 15% (43) of the Male respondents fall into the 56-65 age group

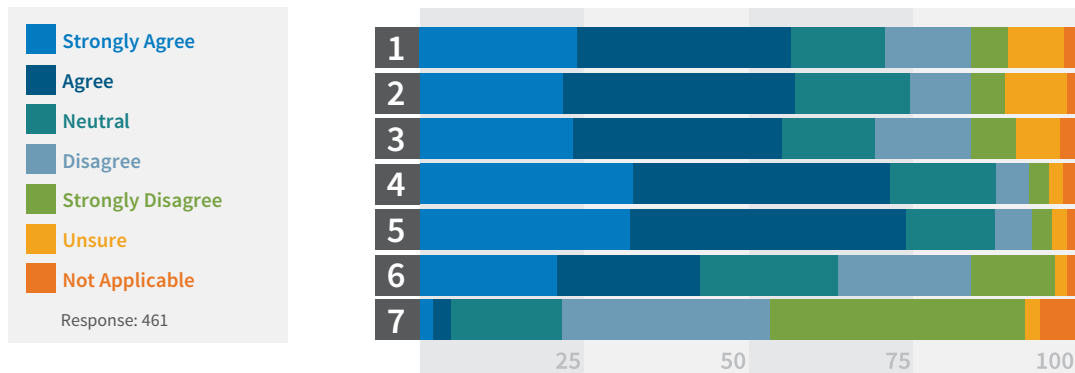
In the 16-25 category, slightly more respondents identify their gender as Female (36, 13%) than Male (30, 11%). In contrast, in the 46-55 category, slightly more respondents identify their gender as Male (25, 9%) than Female (19, 7%). Further data on age diversity is necessary to indicate whether this data is indicative of wider trends in the ICANN community. Though limited, this data could suggest that young women's participation decreases over time, that older women face more barriers to involvement than young women or men in general, or that ICANN has recently begun attracting more young women to the community through programs such as [NextGen](#) and [Fellowships](#).

# Perceptions of Gender Diversity and Equality in the ICANN Community

## Summary

Overall, survey participants strongly support voluntary targets to increase gender diversity in the ICANN community and agree that the ICANN community should do more to increase gender diversity within the ICANN ecosystem. There is considerably less support for mandatory quotas than voluntary targets to increase gender diversity.

Please tick whether you agree, disagree, or are neutral about the following statements.



Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unsure	Not Applicable
1 All genders are treated fairly and equally in the ICANN community.	22.78% (105)	32.54% (150)	15.18% (70)	14.32% (66)	5.86% (27)	7.59% (35)	1.74% (8)
2 Opportunities for volunteers to advance in the ICANN community are equal across all genders.	20.61% (95)	36.01% (166)	17.79% (82)	9.98% (46)	4.99% (23)	9.33% (43)	1.3% (6)
3 ICANN's community culture is male dominated.	21.13% (97)	30.5% (140)	16.34% (75)	16.78% (77)	6.75% (31)	6.54% (30)	1.96% (9)
4 The ICANN community should do more to increase gender diversity within the ICANN ecosystem.	31.96% (147)	36.96% (170)	18.04% (83)	5.22% (24)	3.91% (18)	2.17% (10)	1.74% (8)
5 I support voluntary targets to increase gender diversity amongst volunteers who participate in the ICANN community.	33.7% (155)	40.43% (186)	12.83% (59)	5.87% (27)	3.7% (17)	1.96% (9)	1.52% (7)
6 I support mandatory quotas to increase gender diversity amongst volunteers who participate in the ICANN community.	19.13% (88)	21.52% (99)	20.22% (93)	20.22% (93)	15.87% (73)	1.52% (7)	1.52% (7)
7 I have felt disadvantaged at ICANN for reasons relating to my gender.	5.65% (26)	8.91% (41)	16.3% (75)	25.65% (118)	30.87% (142)	3.7% (17)	8.91% (41)

## 1 *All genders are treated fairly and equally in the ICANN community.*

Though most survey participants agree with this statement, significantly more Male respondents (74, 33%)<sup>7</sup> than Female (26, 12%) Strongly Agree, indicating an imbalance in the perception of fairness and equality. Younger participants are most likely to perceive that *all genders are treated fairly and equally in the ICANN community*: those in the 16-25 age group are most likely to Strongly Agree, followed by the 26-35 age group.

## 2 *Opportunities for volunteers to advance in the ICANN community are equal across all genders.*

Those with non-binary gender identities are least likely to agree that there are equal opportunities for all genders.

Those who categorize their gender in Some Other Way are likely to Strongly Disagree (2, 67%) with this statement. The majority of Female and Male participants Strongly Agree or Agree with this statement. However, almost twice as many Females (52, 24%) as Males (27, 12%) are neutral on this matter, suggesting a greater uncertainty about opportunities for advancement. Those in the 46-55 age group are most likely to Strongly Agree or Agree (51, 68% combined).<sup>8</sup>

## 3 *ICANN's community culture is male-dominated.*

Responses indicate that there is a Female perception that ICANN is male-dominated and that Males do not view the community in this way.

This statement reveals a strong disparity between Female and Male participants. Far more Females (144, 66% combined) than Males (86, 38% combined) Strongly Agree or Agree. Conversely, far more Males (74, 33% combined) than Females (29, 13% combined) Disagree or Strongly Disagree.

## 4 *The ICANN community should do more to increase gender diversity within the ICANN ecosystem.*

Nearly 70% of survey participants support efforts to increase gender diversity, and there is stronger support from Females than Males.

32% (147) of respondents Strongly Agree and 37% (170) Agree with increased gender diversity efforts. Although the majority of respondents support this statement, far more Females (87, 40%) Strongly Agree than Males (54, 24%). Almost twice as many Males (50, 22%) as Females (31, 14%) remain Neutral, suggesting that gender diversity is an issue for which more information is needed to enable community members to make more informed choices.<sup>9</sup>

<sup>7</sup>Throughout the report, for data such as this, the number refers to the total number of respondents who chose this answer (i.e. 74 respondents). The percentage refers to the percentage of that age group or of that gender identity who chose this answer, not the overall percentage of respondents (i.e., 33% of Male respondents).

<sup>8</sup>Throughout this report 'combined' refers to the combined percentage of more than one response to a statement, e.g. the total number of responses for Agree and Strongly Agree categories.

<sup>9</sup>Agreement on this statement is fairly evenly spread across most age groups.

**5** *I support voluntary targets to increase gender diversity amongst volunteers who participate in the ICANN community.*

Nearly 75% of survey participants support voluntary targets to increase gender diversity in the ICANN community.

Respondents support this statement more than the other statements in this survey category; 34% (155) of respondents Strongly Agree and 40% (186) Agree with voluntary targets. Though the majority of survey participants support this statement, far more Females (94, 43%) Strongly Agree than Males (60, 27%). Similar numbers of Females (11, 5%) to Males (12, 5%) Disagree. 67% (2) of respondents who categorize their gender in Some Other Way Strongly Disagree.

**6** *I support mandatory quotas to increase gender diversity amongst volunteers who participate in the ICANN community.*

Whereas the majority of survey participants support voluntary targets to increase gender diversity amongst community volunteers, there is considerably less support for mandatory quotas to increase diversity, particularly from Males.

Opinions about mandatory quotas are fairly evenly spread: 19% (88) Strongly Agree, 22% (99) Agree, 20% (93) are Neutral, 20% (93) Disagree and 16% (73) Strongly Disagree with this statement.<sup>10</sup> This shows a strong contrast with the responses to the statement on voluntary targets (see above), where the majority Agree and only 6% (27) Disagree, and 4% (17) Strongly Disagree.

Whereas both Females and Males strongly support voluntary targets, over twice as many Females (57, 26%) as Males (28, 12%) Strongly Agree with mandatory quotas. While the percentages of Females and Males across the Agree, Neutral, and Disagree options are all fairly equal, hovering between 18% to 23%, there is a sizeable difference between those Females (18, 8%) and Males (47, 21%) who Strongly Disagree.

Data reveals a significant trend in age: younger participants are more likely to agree to support mandatory quotas to increase gender diversity, and older participants are least likely.

Those aged 16-25 are the most likely age group to Strongly Agree/Agree (21, 49% combined) and least likely to Strongly Disagree (4, 9%). Those aged 26-35 are most likely to Strongly Agree (39, 23%). Those aged 46-55 are more likely to Disagree/Strongly Disagree (35, 47% combined) than Agree. The number of respondents who Disagree generally increases as the age group increases, with those aged 66+ being the most likely to Strongly Disagree (4, 44%).

<sup>10</sup>The remaining percentages are split evenly at 1.5% (7) between Unsure and Not Applicable.

**7** *I have felt disadvantaged at ICANN for reasons relating to my gender.*

Most respondents do not feel disadvantaged. However, Female respondents are significantly more likely than Males to feel disadvantaged due to their gender.

The majority (57%) of survey participants Disagree or Strongly Disagree with this statement. However, Females (16, 7%) are twice as likely as Males (8, 4%) to indicate that they Strongly Agree and over five times more Females (33, 15%) than Males (6, 3%) state that they Agree.

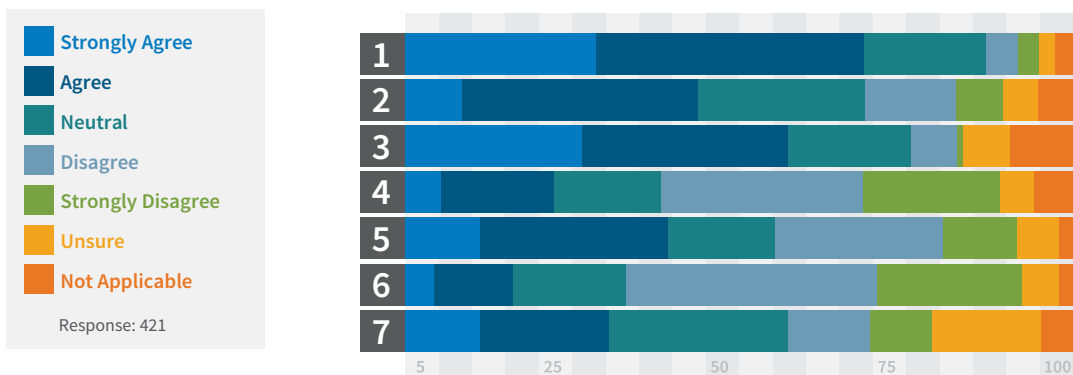
While almost twice as many Males (91, 40%) as Females (46, 21%) Strongly Disagree, there is little difference between these two gender categories in the Neutral and Disagree options. Compared to the previous six statements, a large number of people indicate that this question is Not Applicable or that they are Unsure (58, 13% combined).

# Perceptions of Gender and Community Leadership in the ICANN Community

## Summary

Nearly 70% of survey participants agree that ICANN should do more to increase gender diversity among community volunteer leadership. Over half aspire to reach a position of community leadership. Though 50% of survey participants do not believe that their gender will pose a barrier to their advancement, preconceptions about female, male, and non-gender-binary leadership diverge.

Please tick whether you agree, disagree, or are neutral about the following statements.



Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Unsure	Not Applicable
1 ICANN should do more to increase gender diversity amongst community volunteer leadership.	27.32% (115)	40.62% (171)	18.29% (77)	4.99% (21)	3.56% (15)	2.38% (10)	2.85% (12)
2 I feel represented by ICANN's current community volunteer leadership.	7.62% (32)	35% (147)	25.24% (106)	14.05% (59)	7.14% (30)	5.48% (23)	5.48% (23)
3 I aspire to reach a position of volunteer community leadership within ICANN.	24.47% (103)	31.83% (134)	18.29% (77)	7.13% (30)	1.66% (7)	7.13% (30)	9.5% (40)
4 My gender may pose a barrier to my advancement to a position of community volunteer leadership.	5.71% (24)	14.76% (62)	16.67% (70)	30% (126)	20.48% (86)	5.48% (23)	6.9% (29)
5 Preconceptions about female leadership have a negative effect on women's opportunities to advance as community volunteer leaders.	11.4% (48)	27.32% (115)	15.91% (67)	25.18% (106)	10.93% (46)	6.41% (27)	2.85% (12)
6 Preconceptions about male leadership have a negative effect on men's opportunities to advance as community volunteer leaders.	4.28% (18)	10.93% (46)	17.1% (72)	37.05% (156)	22.09% (93)	5.7% (24)	2.85% (12)
7 Preconceptions about non-binary gender leadership have a negative effect on the opportunities of individuals who do not identify as male/female to advance as community volunteer leaders.	11.16% (47)	19.95% (84)	26.37% (111)	12.35% (52)	9.03% (38)	16.15% (68)	4.99% (21)

## 1 *ICANN should do more to increase gender diversity amongst community volunteer leadership.*

There is a community call for increased gender diversity initiatives, with particularly strong support from Females.

This statement receives the strongest support of all statements in this section. Most respondents Strongly Agree (115, 27%) or Agree (171, 41%). However, almost twice as many Females (73, 36%) as Males (38, 19%) Strongly Agree.<sup>11</sup>

## 2 *I feel represented by ICANN's current community volunteer leadership.*

Males are more likely than Females to feel represented by community leaders.

Many survey participants Agree (147, 35%) or are Neutral (106, 25%) on this statement. Though few Females or Males Strongly Agree, almost twice as many Males (20, 10%) as Females (11, 5%) do so. Males (81, 40%) are also more likely than Females (63, 31%) to Agree. Likewise, few Females or Males Strongly Disagree, with Females (16, 8%) slightly more likely than Males (11, 5%) to do so.<sup>12</sup> Those who identify with a non-binary gender split opinions evenly between Agree and Strongly Disagree (1, 50% each).

## 3 *I aspire to reach a position of volunteer community leadership within ICANN.*

Most survey participants aspire to reach a leadership position. Females and those with a non-binary gender note a slightly stronger aspirational desire than Males.

59% (120) of Females Agree or Strongly Agree; 56% (113) of Males Agree or Strongly Agree. 50% (1) of those who identify their gender in Some Other Way agree; 50% (1) are Unsure. Zero Females or those who identify with a non-binary gender Strongly Disagree. In contrast, 5 Males Strongly Disagree/Strongly Disagree. Males are also slightly more likely to Disagree (21, 10%) than Females (13, 6%) or those who identify in Some Other Way (0).

Existing data suggests that equal aspiration does not appear to equate to equal representation in leadership roles.

The [Afnic report](#) on ICANN Diversity Data suggests that only 26% of ICANN leaders are female. Though data on leadership roles is limited, this data suggests that there are barriers to leadership roles for some participants or outside factors at stake.

Younger community members (aged 16-35) are most likely to aspire to reach a position of leadership.

Those in the 16-25 age group (26, 67% combined) and the 26-35 age group (99, 66% combined) are the most likely to Strongly Agree or Agree.

<sup>11</sup>Agreement or neutrality on this statement is fairly evenly spread across most age groups.

<sup>12</sup>Agreement or neutrality on this statement is fairly evenly spread across most age groups.



**4 *My gender may pose a barrier to my advancement to a position of community volunteer leadership.***

Though most community members do not perceive their gender as a barrier to advancements, Females are more likely than Males to do so.

Overall, most respondents Disagree (30%) or Strongly Disagree (20%) with this statement. However, almost four times as many Females (47, 23%) as Males (13, 6%) Agree and over twice as many Females (48, 24%) as Males (22, 11%) are Neutral. Likewise, far more Males (64, 32%) than Females (19, 9%) Strongly Disagree. However, this disparity shrinks significantly for the Disagree option, where only 32% (65) Males compared to 28% (58) Females Disagree. On the other end of the scale, there is little difference between those who Strongly Agree, with 4% (9) of Males and 5% (11) of Females doing so.<sup>13</sup>

**5 *Preconceptions about female leadership have a negative effect on women's opportunities to advance as community volunteer leaders.***

Significantly more Females than Males believe that preconceptions about female leadership negatively affect women's opportunities to advance in the ICANN community.

Over three times as many Females (33, 16%) as Males (10, 5%) Strongly Agree, and significantly more Females (72, 35%) Agree than Males (41, 20%). Additionally, four times more Males (34, 17%) than Females (8, 4%) Strongly Disagree.<sup>14</sup>

**6 *Preconceptions about male leadership have a negative effect on men's opportunities to advance as community volunteer leaders.***

Men's opportunities to advance are not perceived to be affected by their gender.

Of all seven statements in this category, this statement receives the most disagreement: the majority of survey participants Disagree (37%, 156) or Strongly Disagree (22%, 93). Responses only diverge slightly between participants: slightly more Females Disagree (78, 38%) than Males (74, 37%), and slightly fewer Females Strongly Disagree (43, 21%) compared to Males (47, 23%). More Females Strongly Agree or Agree (36, 18% combined) compared to Males (25, 12% combined). Those who categorize their gender in Some Other Way Strongly Agree and Strongly Disagree equally (1, 50% for each option).

**7 *Preconceptions about non-binary gender leadership have a negative effect on the opportunities of individuals who do not identify as male/female to advance as community volunteer leaders.***

Most respondents are neutral or uncertain when asked about barriers to leadership that may be faced by non-binary genders; although it is difficult to draw a direct relationship, this finding could, in part, point to a general lack of familiarity with the topic.

<sup>13</sup>Agreement with this statement is fairly evenly spread across most age groups.

<sup>14</sup>Agreement or disagreement on this statement is fairly evenly spread across most age groups.

Those who categorize their gender in Some Other Way either Strongly Agree (1, 50%) or are Unsure (1, 50%). Though the majority of Females (61, 30%) and Males (48, 24%) are Neutral, more Females Strongly Agree (28, 14%) than Males (16, 8%); similarly, more Males Strongly Disagree (28, 14%) than Females (8, 4%).

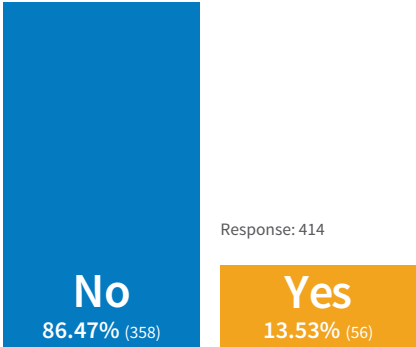
Compared to the statements about perceptions of Male and Female leadership, this statement garners higher levels of neutrality and uncertainty. 111 (26%) participants choose Neutral for non-binary leadership, compared to 67 (16%) for Female leadership and 72 (17%) for Male leadership. Likewise, 68 (16%) choose Unsure about non-binary leadership, compared to 27 (6%) for Female leadership and 24 (6%) for Male leadership.

# Perceptions of Gender and Inclusiveness in the ICANN Community

## Summary

Most participants do not feel excluded because of their gender and do not perceive sexism or gender bias in the ICANN community. However, the community is perceived to be less inclusive for Females than for Males.

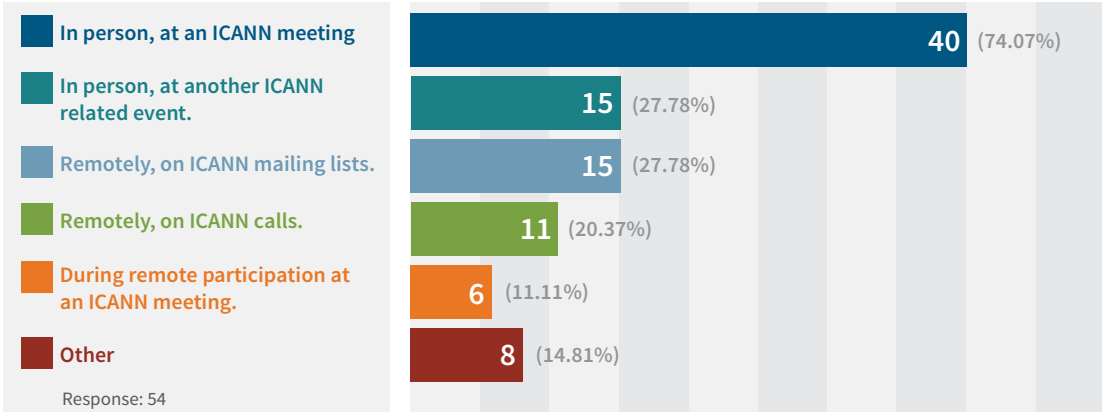
### Have you ever felt excluded from events or discussions within ICANN because of your gender?



Though most do not feel excluded from the ICANN community, Females are more likely than Males to note that they feel excluded. Significantly, all of those respondents who categorize their gender in Some Other Way do not feel excluded.

While the vast majority (86%) of all respondents choose No, almost twice as many Females choose Yes (34, 17%) as Males (19, 10%). Data suggests that older participants feel more included in the ICANN community. Those in the 46-55 age group (16, 24%) and in the 36-45 age group (18, 17%) are the most likely to respond Yes, compared to just 6% (2) in the 56-65 age group and 0% over 65.

### If yes, where? Tick all that apply.



Feelings of exclusion are most common In person, at an ICANN meeting.

Though fewer numbers of Males feel excluded overall, a slightly higher percentage of Males (12, 50%) than Females (26, 42%) indicate feelings of exclusion due to their gender at an ICANN Meeting.

Six respondents provide write-in answers to this question. Three comments from Male respondents indicate that sessions or events held for one specific gender at ICANN Meetings feel discriminatory.

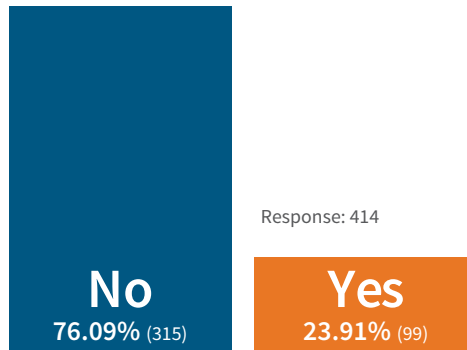
Far more Females (12, 19%) than Males (1, 4%) feel excluded *In person, at another ICANN-related event*. Some Female concerns revolve around the perception of Male-oriented social events:

*“Many of stakeholder groups are 'boys clubs' developed through social activities after-hours at the bar or around the meeting where women are not invited or not interested - resulting in many women being 'outsiders' on issues and political agendas.”* Female, 46-55.

Further, a Female participant (aged 35-45) notes that she had had felt excluded *“At ICANN-related social events with scantily clad female entertainers.”*

Data suggests that those over 66 are the least likely to feel excluded because of their gender. Whereas respondents across all age groups from 16-65 ticked the *In person, at an ICANN meeting option*, with those in the 26-35 age group (10, 50%) the most likely to do so, no one over age 65 ticked this option.

### Have you ever experienced or witnessed what you perceive to be sexism or gender bias within the ICANN community?



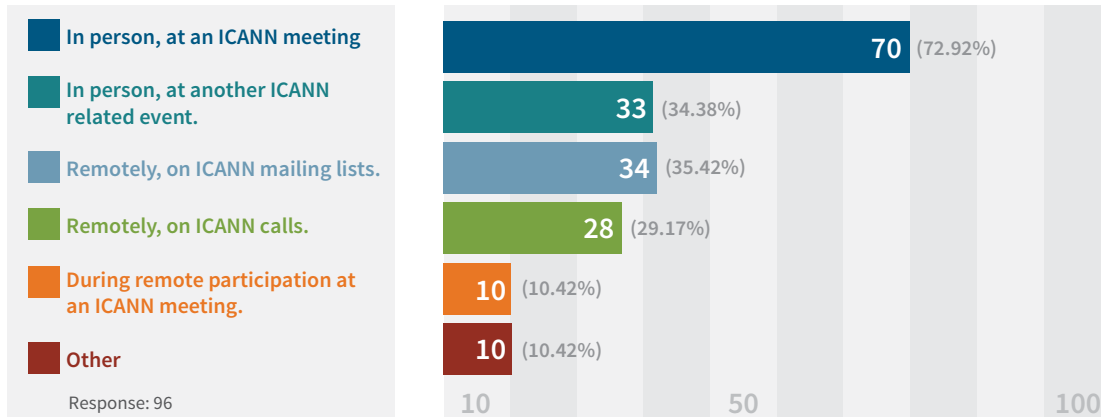
Though few survey participants feel excluded from ICANN events and discussions because of their gender, nearly twice as many respondents have experienced or witnessed what they perceive to be sexism or gender bias.

While the vast majority of all respondents say No (315, 76%), almost twice as many Females say Yes (61, 30%) as Males (34, 17%). All of those respondents who categorize their gender in Some Other Way respond No.

Those in the 46-55 age group (21, 31%) and the 56-65 (10, 28%) age group are the most likely to respond Yes, compared to just 11% (1) in the 66-75 age group and 15% (6) in the

16-25 age group. This data could indicate that perceptions of sexism or gender bias vary with age or that younger participants are less likely to have had the opportunity to perceive sexism/gender bias due to recent changes or attitudes in the ICANN community.

**If yes, where? Tick all that apply.**



**Perceptions of sexism or gender bias are most common at ICANN Meetings.**

The majority (70, 73%) of respondents experienced or witnessed what they perceive as sexism or gender bias *In person, at an ICANN meeting*, with higher numbers of Females (46, 38%) ticking this option than Males (22, 42%). Respondents across all age groups from 16-65 tick the *In person, at an ICANN meeting* option. Significantly more Females (25, 21%) than Males (6, 11%) experienced or witnessed what they perceive as sexism or gender bias *In person, at another ICANN-related event*.

**Females are more likely than Males to witness or experience sexism or gender bias during remote participation.**

Far more Females (8) than Males (1) indicate they had witnessed or experienced this *During remote participation at an ICANN meeting*. More Females than Males also indicate that they have perceived these behaviors *Remotely, on ICANN calls* (17 Females: 9 Males) and *Remotely, on ICANN Mailing lists* (21 Females: 11 Males).

A Female, 36-45, notes, *“An emphasis should [be] made, especially on particular calls, that interrupting and shouting down women is not acceptable.”*

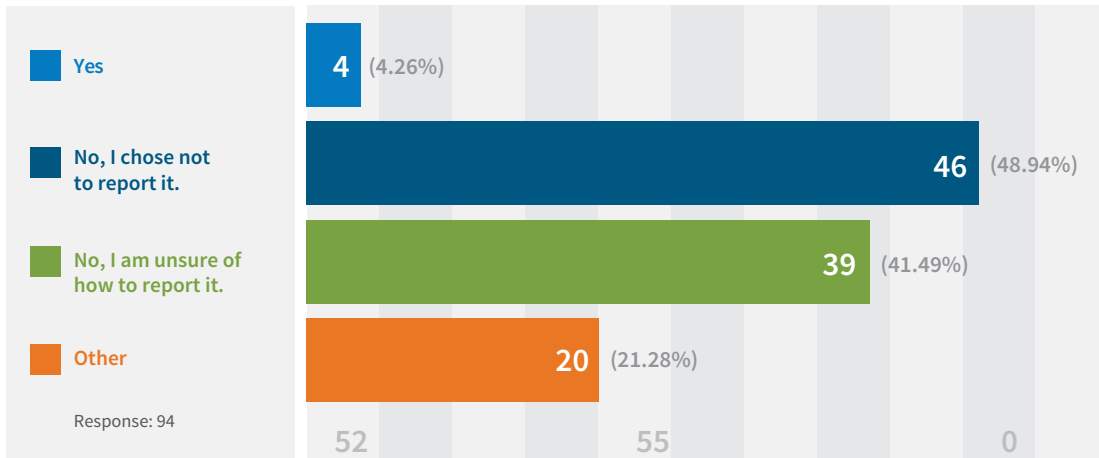
It should be noted that interrupting and shouting on calls may not be solely attributable to gender. ICANN’s [Expected Standards of Behavior policy](#) applies to all calls.

Of the eight write-in responses, two comments from Females relate to perceived attitudes about women.

For example, a Female, 36-45, indicates, *“I have heard reports from women about responses in the research for the future meeting in Prague that mention ‘women’ as a factor for attending.”*<sup>15</sup>

<sup>15</sup>For more information about this incident, consult [Ombudsman Blog](#).

### If yes, did you report it?



If yes, did you report it?	Male	Female	In Some Other Way	Prefer Not to Say	Total
Yes	8.33% (3)	1.47% (1)	0% (0)	0% (0)	4
No, I chose not to report it.	25% (9)	50% (34)	0% (0)	60% (3)	46
No, I am unsure of how to report it.	44.44% (16)	30.88% (21)	0% (0)	40% (2)	39
Other	22.22% (8)	17.65% (12)	0% (0)	0% (0)	20
<b>Total</b>	<b>36</b>	<b>68</b>	<b>0</b>	<b>20</b>	<b>109</b>

Though most participants choose not to report the perceived sexism or gender bias, Females appear less likely to report than Males. Significantly, over 40% of respondents are unsure of how to submit a report.

Only 4% (4) of respondents said *Yes, they had reported it*, and more Males (3, 8%) than Females (1, 1%) said they had done so. Likewise, Females are more likely than Males to make a conscious choice not to report. The majority of participants (46, 49%) select *No, I chose not to report it*, with many more Females (34, 50%) than Males (9, 25%) selecting this option. This data could indicate that Males have a greater willingness to report perceived sexism or bias, or it could indicate that the reporting process presents particular challenges for Females but not for Males. 41% (39) of those who experienced or witnessed sexism or gender bias specify, *No, I am unsure of how to report it*.

16 respondents provide write-in answers to this question: 69% (11) Female and 3% (5) Male. Many comment that others reported the incident or that they only heard about the incident from another person or after the fact and were thus unsure of whether – or how – to report it. Others note that reporting does not help:

One Male, aged 46-55, writes, *“I brought it to numerous Staff’s attention but no action was taken.”*

One Female, aged 36-45, notes, *“I have reported some incidents and not others. The reporting process never helped and very often made the situation worse.”*

Other commenters indicate the lack of space to discuss or mediate issues:

One Female, aged 36-45, indicates, *“I have not felt that there are spaces to be able to express these issues, or the possibility of finding alternatives so that these situations do not occur...”*

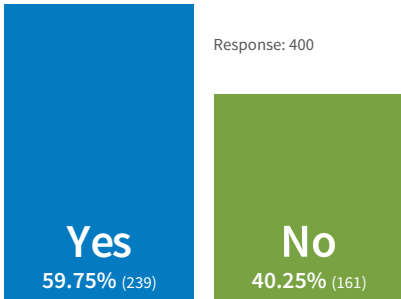
Those respondents who said that they reported it and that they are unsure of how to report are spread across various age groups. Those in the 26-35 age group have the highest rate of choosing not to report (20, 57%), as well as the lowest rate of being unsure of how to report (9, 26%), indicating that these participants may be more aware of the reporting process and made a conscious choice not to report.

# Barriers to Participation in the ICANN Community

## Summary

Cost is consistently ranked as the most significant barrier to participation in the ICANN community.

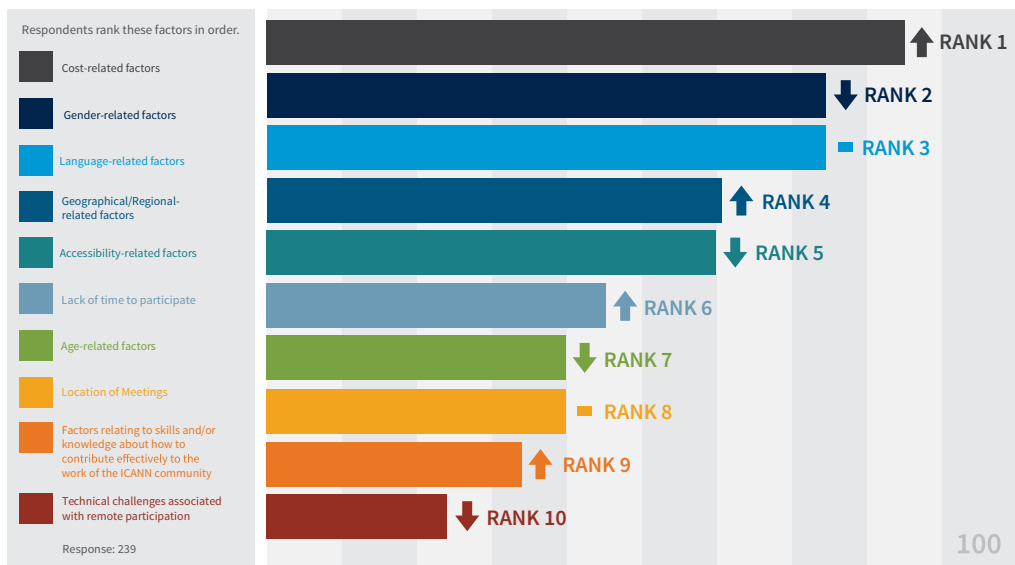
### Do you think there are barriers to participation in the ICANN community?



Most respondents believe there are barriers to participation. Females and those who identify with a non-binary gender are more likely to perceive that there are barriers than Males.

The majority of survey participants (239, 60%) say Yes, there are barriers to participation in the ICANN community. All of those respondents who categorize their gender in Some Other Way say Yes. More Males (89, 47%) than Females (69, 35%) say No.<sup>16</sup>

### If yes, what do you think are the primary barriers to participation in the ICANN community? Please rank the following selections from the most significant barrier to the least.<sup>17</sup>



<sup>16</sup>Those respondents who said Yes are spread evenly across various age groups.

<sup>17</sup>The original list order was: Gender-related factors; Cost-related factors; Language-related factors; Accessibility-related factors; Geographical/Regional-related factors; Age-related factors; Lack of time to participate; Location of Meetings; Technical challenges associated with remote participation; Factors relating to skills and/or knowledge about how to contribute effectively to the work of the ICANN community.



Cost is perceived as the most significant barrier to participation, followed by Gender-related factors and Language-related factors.

Many survey participants did not significantly change the order of ranking. It is therefore unclear whether they generally agree with the original ranking of the elements or whether they were unclear on how to use the ranking function in the ClickTools survey software. For this reason, it is difficult to draw definitive conclusions from this data. However, *Cost-related factors* appears in second place on the original list, and a significant number of participants move it into first place during their ranking, which indicates that this factor is of particular importance.<sup>18</sup>

**Could you identify another significant barrier to participation at ICANN? If so, how significant would you rank it, on a scale of 1-10? (1 being the most significant barrier)<sup>19</sup>**

Many respondents appear to misunderstand this question and/or fail to rank their input on a scale of 1-10; therefore, rankings were disregarded during the analysis stage for this question. Further, though many respondents do come up with new/other barriers, many others reinforce some of the barriers mentioned in the previous questions.<sup>20</sup>

Participants reiterate an emphasis on barriers relating to cost, language, and region. Several mention travel logistics and visa-related difficulties.

Both Male and Female participants provide write-in comments about the implications that some Meeting locations may have on gender.

For example, a Female (aged 36-45) notes, *“Meetings held in countries that do not respect women's rights, or are dangerous for women.”*

Various participants provide comments to support the high ranking of cost, including:

*“...Lack of finances to attend ICANN organized events worldwide.”* Male, 26-35

Multiple write-in comments also highlight the need for further capacity-development initiatives at ICANN:

*“Massive amounts of information to get 'caught up on,' learning 'acronym soup' and the tortured legal language of ICANN, community is cliquish. All of these are pretty significant barriers.”* Female, 46-55

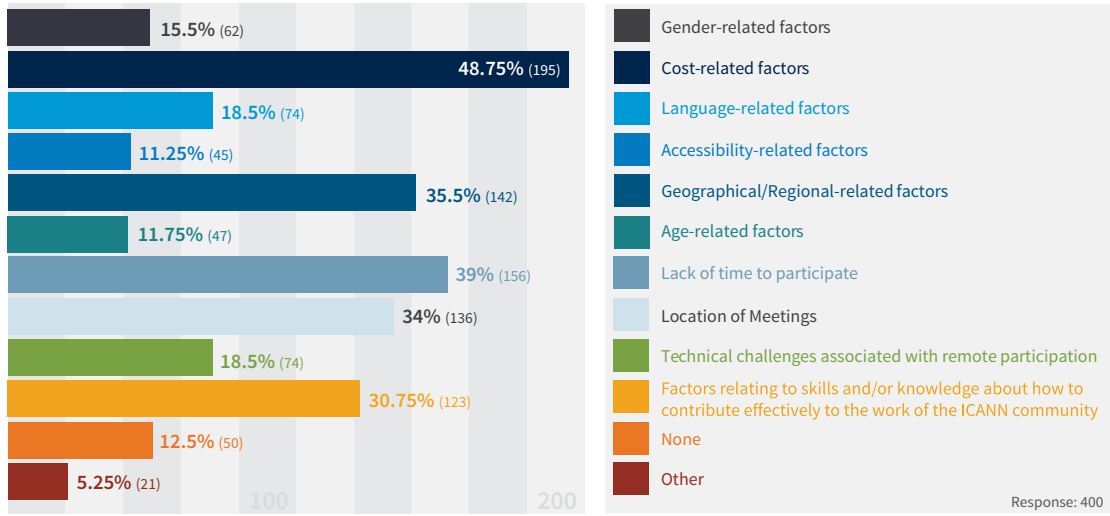
*“Base knowledge [needed] to engage,”* Female 26-35

<sup>18</sup>The arrows on the chart on page 25 note whether the ranking order changed, either moving up one place (↑) or down one place (↓) from the original order or remaining the same (-).

<sup>19</sup>117 respondents gave write-in answers to this question, with an almost equal amount of Male and Female respondents.

<sup>20</sup>Other barriers that survey participants mention include leadership positions, experience, communication, and regional focus. See [Appendix](#) for further comments.

**Which barriers to participation have you faced personally? Please tick all that apply.**



	Male	Female	In Some Other Way	Prefer Not to Say	Total
Gender-related factors	1.19% (6)	9.22% (52)	0% (0)	8.51% (4)	62
Cost-related factors	18.58% (94)	16.84% (95)	12.5% (1)	10.64% (5)	195
Language-related factors	8.1% (41)	4.79% (27)	25% (2)	8.51% (4)	74
Accessibility-related factors	3.16% (16)	4.43% (25)	12.5% (1)	6.38% (3)	45
Geographical/Regional-related factors	14.23% (72)	11.52% (65)	0% (0)	10.64% (5)	142
Age-related factors	4.15% (21)	3.72% (21)	0% (0)	10.64% (5)	47
Lack of time to participate	13.64% (69)	14.18% (80)	12.5% (1)	12.77% (6)	156
Location of Meetings	13.44% (68)	11.17% (63)	12.5% (1)	8.51% (4)	136
Technical challenges associated with remote participation	6.13% (31)	6.83% (36)	12.5% (1)	12.77% (6)	74
Factors relating to skills and/or knowledge about how to contribute effectively to the work of the ICANN community	10.87% (55)	11.52% (65)	12.5% (1)	4.26% (2)	123
None	5.34% (27)	3.9% (22)	0% (0)	2.13% (0)	50
Other	1.19% (6)	2.3% (13)	0% (0)	4.26% (2)	21
<b>Total</b>	<b>506</b>	<b>564</b>	<b>8</b>	<b>47</b>	<b>1125</b>

The four biggest barriers to participation that survey participants personally face are: cost, lack of time, regional-related factors, and location of meetings.

The most commonly-cited factor that participants personally face is *Cost-related factors* (195, 49%). Further, 39% (156) indicate that *Lack of time to participate* is a barrier they have faced, followed by *Geography/Regional-related factors* (142, 36%) and *Location of Meetings* (136, 34%). Only 16% (62) respondents say they have personally faced gender-related barriers to participation. This is in direct contrast to the question “...what do you think are the primary barriers to participation in the ICANN community?” for which respondents rank *Gender-*

*related factors* as the second most significant barrier to participation. This could suggest that survey participants struggled with the ranking feature of the software in the previous question or that they perceive Gender-related factors as a barrier without having faced it personally.

There is not a significant difference between Female or Male responses in terms of barriers, with two important exceptions. Significantly more Females (52, 9%) than Males (6, 1%) indicate that they have faced *Gender-related* barriers. In contrast, almost twice as many Males (41, 8%) as Females (27, 5%) indicate that they have faced *Language-related* barriers. No survey respondents who identify with a non-binary gender indicate that they have faced gender-related barriers to participation.

Interestingly, only 13% (50) indicate that they have not faced any barriers to participation; this is in direct contrast to the previous question, “*Do you think there are barriers to participation in the ICANN community?*”, in which 40% (161) select No. Though the terminology of “barriers to participation” is the same in both questions, this difference could indicate a difference in interpretation and perception of barriers in a general sense versus in a personal sense.

17 respondents offer write-in answers to this question, with around three times more Female than Male respondents outlining other barriers to participation. While it is difficult to analyze write-in responses due to their subjective nature, the majority of comments from Female responders center on the difficulty and time investment needed to understand how the ICANN community operates:

*“Difficulty in comprehending the density of topics and finding an 'in' for myself as someone from the community.”* Female, 26-35

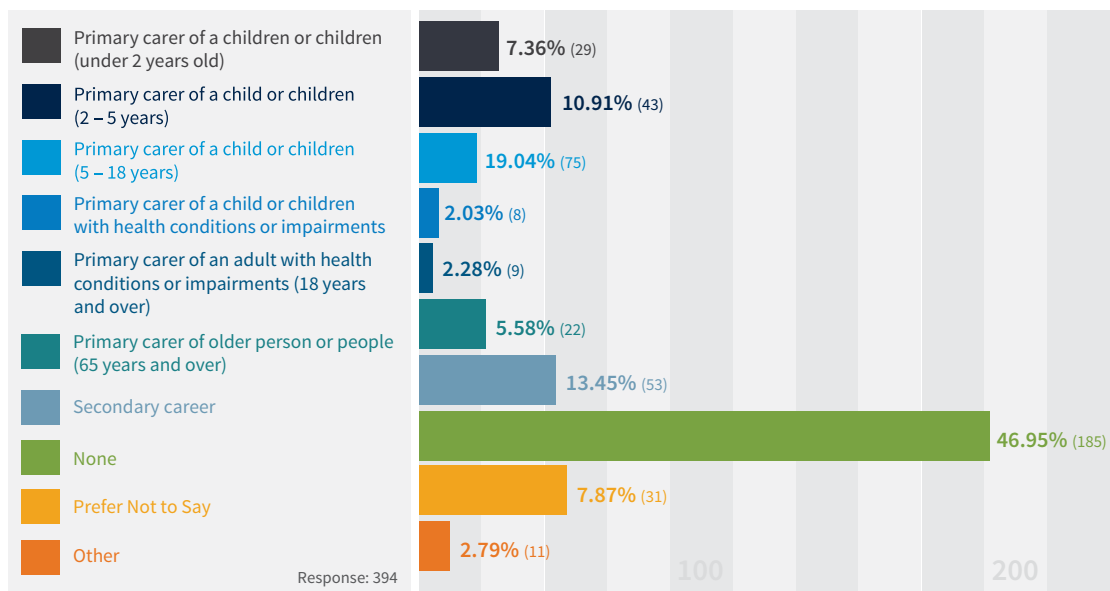
*“The ICANN structure is confusing and hard to navigate to even see where one might be able to participate.”* Female, 46-55

# Caring Responsibilities

## Summary

Significant numbers of survey participants have no caring responsibilities. Male and Female community members indicate similar primary and secondary caring responsibilities. Meeting length and remote participation both pose barriers to participation for caregivers.

**Are you responsible for the primary or secondary care of a child or adult? Primary care indicates the main responsibility for care. Secondary care indicates that another person carries out the main caring role, but you have additional caring responsibilities.**



	Male	Female	In Some Other Way	Prefer Not to Say	Total
Primary carer of a child or children (under 2 years old)	5.48% (12)	6.99% (16)	0% (0)	6.67% (1)	29
Primary carer of a child or children (2 – 5 years)	9.13% (20)	9.61% (22)	33.33% (1)	0% (0)	43
Primary carer of a child or children (5 – 18 years)	14.61% (32)	16.16% (37)	66.67% (2)	26.67% (4)	75
Primary carer of a child or children with health conditions or impairments	1.83% (4)	1.75% (4)	0% (0)	0% (0)	8
Primary carer of an adult with health conditions or impairments (18 years and over)	1.83% (4)	1.75% (4)	0% (0)	6.67% (1)	9
Primary carer of older person or people (65 years and over)	4.11% (9)	5.68% (13)	0% (0)	0% (0)	22
Secondary carer	13.7% (30)	9.61% (22)	0% (0)	6.67% (1)	53
None	42.01% (92)	40.61% (93)	0% (0)	0% (0)	185
Prefer Not to Say	6.39% (14)	4.37% (10)	0% (0)	46.67% (7)	31
Other	0.91% (2)	3.49% (8)	0% (0)	6.67% (1)	11
<b>Total</b>	<b>219</b>	<b>229</b>	<b>3</b>	<b>15</b>	<b>465</b>

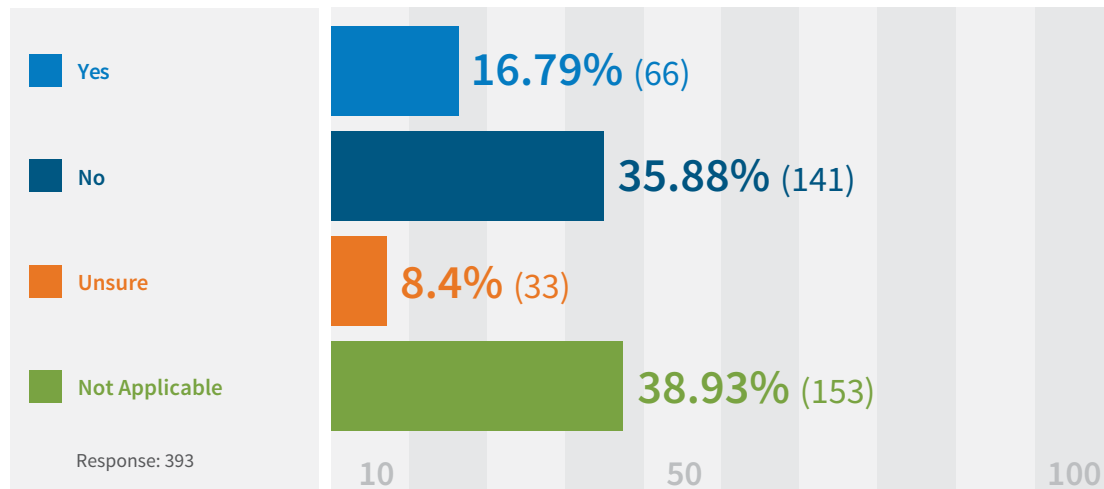
Many respondents (185, 47%) are *not responsible for the primary or secondary care of a child or adult*, split almost equally between Female (93) and Male (92) respondents. This data could suggest that caring responsibilities pose barriers to participation and that those with children and other caring obligations are less likely to participate in ICANN. Data also shows low levels of participation from those with infants (under 2 years old – 7%, 29), emphasizing similar barriers to participation associated with responsibilities associated with caring for young children.

Of those with children, most are aged 36-55 and have a child/children aged 5-18 (75, 19%). Over 75% of those aged 16-25 (28, 76%), 66-75 (7, 78%), and 76+ (1, 100%) choose the None option. 100% (2) of those who identify with a non-binary gender are *Primary carers of a child or children* (2-18 years).

*Primary care responsibilities* are generally evenly split between Males and Females in the ICANN community. For children aged 5-18, 37 Females indicate Primary Care, compared with 32 Males; the ratio is similar for children under 2 years old (16 Females: 12 Males), for children aged 2-5 (22 Females: 20 Males), and for older persons (aged 65+) (13 Females: 9 Males). There is an even ratio for primary care of a child or adult with health conditions or impairments (4:4 for each category). Only a slightly higher percentage of Males (14%, 30) compared with Females (10%, 22) indicate *Secondary care responsibilities*.

Four write-in comments suggest that ‘sole’ care or ‘equal’/‘joint’/‘shared’ care should also be options.

**Do these caring responsibilities have an impact on your participation at ICANN?**



Males and those who identify their gender in Some Other Way are more likely than Females to indicate that their caring/familial responsibilities do not impact their participation.

Since the majority of the respondents have no caring responsibilities, it is logical that most respondents (153, 39%) indicate that this question is *Not applicable* to them. 36% (141) of respondents indicate *No, their caring responsibilities did not have an impact on their participation at ICANN*. However, far more Males (80, 43%) than Females (55, 29%) select this option, as do 100% (2) of those respondents who categorize their gender in Some Other Way.

### If yes, how? Please explain.<sup>21</sup>

Approximately twice as many Females (60%) as Males (40%) offer explanations about how their caring responsibilities impact their participation in the ICANN community. While it is difficult to analyze write-in responses due to their subjective nature, multiple respondents touch upon the following themes:

#### Meeting length

Several comments from both Males and Females mention the length of ICANN meetings, with many mentioning the difficulty of arranging childcare, the financial burden of extra childcare due to travel, and the effect of travel on a partner who remains at home, as well as the one who travels.

*“Being gone 9-11 days is very hard on our family. We have increased expenses for child care, my wife has to work less, and the trips are so long that it really creates a huge amount of household stress and anxiety.”* Male 26-35

*“Ridiculously long duration of ICANN meetings (when take travel time into account).”*

Female, Prefer Not to Say Age

*“Difficult to be away for extended periods to attend meetings.”* Female, 46-55

*“Financial: care back up while attending ICANN meetings. Psychological/emotional: lack of participation to family life during absence.”* Male, 46-55

Some comments from Males indicate that their caring responsibilities may impede their ability to participate effectively.

*“I am forced to make my trips short and can barely attend to anything other than the prearranged face to face meetings in order to rush back home. I also have to stay long hours some days in the office to attend to working group calls to avoid distraction.”*

Male, 36-45

*“Sometimes, it takes my time away so I don't have enough time to participate in ICANN activities and programs.”* Male, 26-35

*“Family responsibilities sometimes limit travel.”* Male, 36-45

In contrast, comments on this theme from Females seem to indicate that there might be difficult choices to make or that their caring responsibilities do not enable effective participation in ICANN. Females are also much more likely to mention that lack of time and frequency/timing of Working Group calls have an impact on participation.

*“One has to always choose between attending meetings or staying home to look after children.”* Female, 26-35

*“From the moment I became a mother it was impossible for me to hold an elected position...”* Female, 36-45

*“Complexity of child care when I have to be abroad.”* Female, 46-55

*“Primary caregivers cannot change their schedules 'on a dime' - with little notice, with little reason, and with little care from the chairs and staff who often ignore the toll that their requests make on participations in their WGs and other committees.”* Female, 46-55

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<sup>21</sup>53 respondents gave write-in answers to this question.

*“Reduces the ability to travel to meetings, as well as to manage the extreme number of teleconferences.”* Female, 46-55

### **Remote Participation**

There are several comments about remote participation from both Females and Males. There is positive and negative sentiment on how useful remote participation is for those who cannot travel to ICANN Meetings due to their caring responsibilities.

*“It is difficult to leave for 7-10 days for an ICANN meeting. It is difficult to participate meaningfully and remotely in so many working groups at the same time.”* Male, 46-55

*“Being the primary caretaker of small children impacts my ability to travel to ICANN meetings. I realize this may not be [solvable]. While remote participation is available, it is not a complete substitute for face-to-face interactions.”* Female, 26-35

*“It is almost impossible to arrange care for a child for weeks on end to travel to far-flung locations to participate. (Remote participation is not an adequate alternative to in-person participation), especially as a single mother.”* Female, 36-45

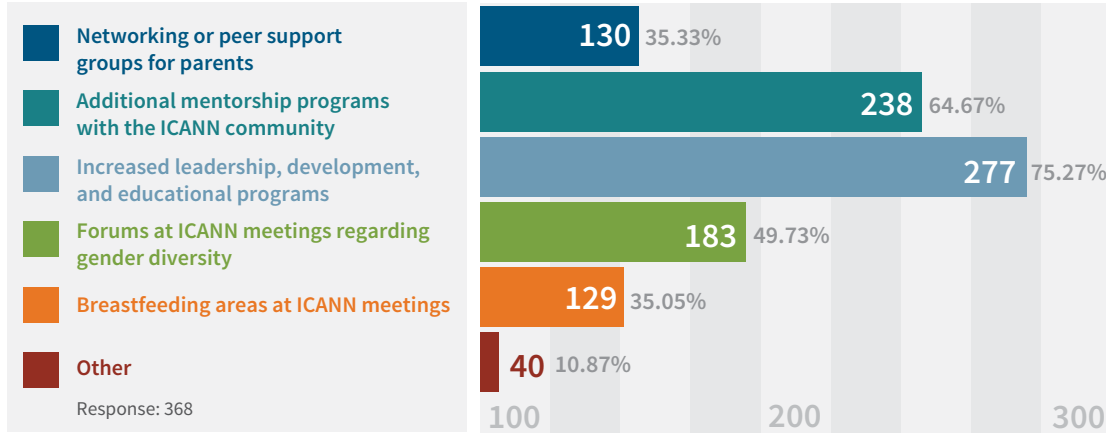
*“It might limit travel availability to attend ICANN meetings. Remote participation is key. Not having hours rotating makes it difficult to commit to be awake at midnight or even 3 AM knowing I have to be up and ready at 6:00 to take my son to school.”* Female, 36-45

# Enhancing Gender Diversity at ICANN

## Summary

75% of survey participants would support increased leadership, development, and educational programs.

**Which of the following programs or initiatives to enhance gender diversity would you support within the ICANN community? Tick all that apply.**



Capacity development is key for gender diversity efforts. There is a call from the community for further leadership, development, educational, and mentorship programs.

Respondents are the most supportive of *Increased leadership, development, and educational programs* (75%, 277). Many (65%, 238) also support *Additional mentorship programs within the ICANN community*. Half (50%, 183) support *Forums at ICANN Meetings regarding gender diversity*.

*Networking or peer support groups for parents* (35%, 130) and *Breastfeeding areas at ICANN meetings* (35%, 129) receive less support, which could correspond to the fact that the majority of survey participants do not have caring responsibilities. While there is little difference in the age groups overall, support for these two options decreases the older the respondent gets.<sup>22</sup>

34 respondents offer write-in responses to this question, with almost twice as many Females (60%) responding as Males (32%).<sup>23</sup> While many respondents reinforce some of the initiatives already mentioned by the survey, there are some suggestions for other initiatives that may enhance diversity efforts.<sup>24</sup>

<sup>22</sup>It is important to note that women are able - and will remain able - to breastfeed in any location at ICANN Meetings. Breastfeeding areas, if made available at ICANN meetings, would be intended for those who may feel more comfortable using them. See [Appendix](#) for comments that address this concern.

<sup>23</sup>Those who Prefer Not to Say their gender also offer responses.

<sup>24</sup>Some of these comments fall under the following themes: childcare facilities at ICANN Meetings, outreach efforts, and statistics/information. See [Appendix](#) for further details.



## Optional Write-In Responses

### Who would you nominate as a role model championing gender diversity or a leader with regards to gender-related barriers to participation at ICANN?

125 respondents – 54% (67) Female, 44% (55) Male, and 2% (3) Prefer Not to Say – offer write-in answers to this question, with several respondents nominating numerous individuals.

The following individuals are nominated by three or more survey participants:

ICANN Community	ICANN Board	ICANN Organization
Renata Aquino Ribeiro	Rinalia Abdul Rahim	Janice Douma Lange
Donna Austin	Becky Burr	Deborah Escalera
Olga Cavalli		Siranush Vardanyan
Avri Doria		
Cheryl Langdon-Orr		
Kiran Malancharuvil		
Vanda Scartezini		

Though a few men are nominated, none are mentioned more than once. Janice Douma Lange receives the most nominations, followed by Avri Doria. Interestingly, though more Females nominate role models/champions for this question, six out of Douma Lange’s eight nominations come from Males, as do six out of seven of Doria’s nominations.

### Any additional comments on gender diversity and gender equality or inequalities at ICANN?

105 respondents – 56% (59) Female, 43 % (45) Male, and 1% (1) Prefer Not to Say – offer write-in answers to this question. While it is difficult to analyze write-in text due to its subjective nature, multiple respondents touch upon the following themes:

#### There is no gender issue at ICANN/gender is an external issue<sup>25</sup>

*“This is not an issue. ICANN should instead be ensuring that participants are coached to understand key issues around Internet governance and inter-operability.”* Female, 26-35

*“I don’t believe that there is any gender inequality issue at ICANN.”* Male, 46-55

#### Reporting of perceived sexual harassment and bias

*“Presently, I do not feel that the office of the Ombudsman is able to respond compassionately to the issues faced by women active in the ICANN community which has been a reason for many women leaving the ICANN community.”* Female, 16-25

*“While there is an ombudsman, I don’t think sexual harassment complaints have been dealt with properly. I have heard from others about nothing being done towards substantial dispute resolution and even cases of victim blaming (‘she was over-reacting’).”* Female, 16-25

*“The incident that occurred and was reported in Marrakech was routinely mocked in social media forums by ‘old school’ ICANNers. I think there are some fundamental*

<sup>25</sup>Further comments can be found in the [Appendix](#).

*attitudes towards the idea of sexism existing at ICANN that is troublesome.”*

Female, 26-35<sup>26</sup>

There are several more comments on this theme from Females but none from Males.

### **Focus on gender may limit advancement of the best candidates for leadership positions**

*“Beware of [the] risks of overcorrection with well-intended affirmative action type initiatives.”* Male, 36-45

*“Gender disparity is unfortunate and we should strive to ensure equal opportunity and also to recruit qualified and interested women. But we also have to realize that some of us men are also very qualified, and the gender disparity is not our fault.”* Male, 46-55

There are no comments on this theme from Females.

### **Capacity development**

*“There should be capacity building training opportunities for gender equality and women’s empowerment in ICANN and regional hubs.”* Female, 36-45

*“The solution to gender inequality is capacity building.”* Female, 36-45

### **Meeting locations**

*“Please consider the impact the location of meetings can have on women (some locations are not safe).”* Male, 16-25

*“ICANN meetings are regularly held in locations that are unsafe or high risk for female travelers – especially those travelling alone. When picking meeting locations ICANN should consider safety issues by gender.”* Female, 36-45

### **Calls for more data**

*“Gender is not the only diversity criteria we should be tracking.”* Female, 46-55

*“It would be helpful to have data on the breakdown of gender diversity and other diversity elements at ICANN.”* Female, 26-35

*“Report age diversity metrics for ICANN staff and community leadership.”* Female, 46-55

### **General comments on diversity, equality and ICANN’s efforts in these areas**

*“I don’t believe that gender-related issues are purposeful or ill-spirited. There is a deep-seated gender bias by some in the community that is difficult to easily understand or try to change.”* Female, 26-35

*“ICANN should prioritize this for the benefit of those who might feel aggrieved.”*  
Male, 26-35

*“I feel ICANN has changed in the last one year on supporting gender diversity across ICANN. There is room for more improvement going forward.”* Male, 26-35

*“It is commendable that ICANN wants to listen to the community about how to do better. Hope [these] kind of surveys can be done more often and that further work on this field is done.”* Female, 36-45

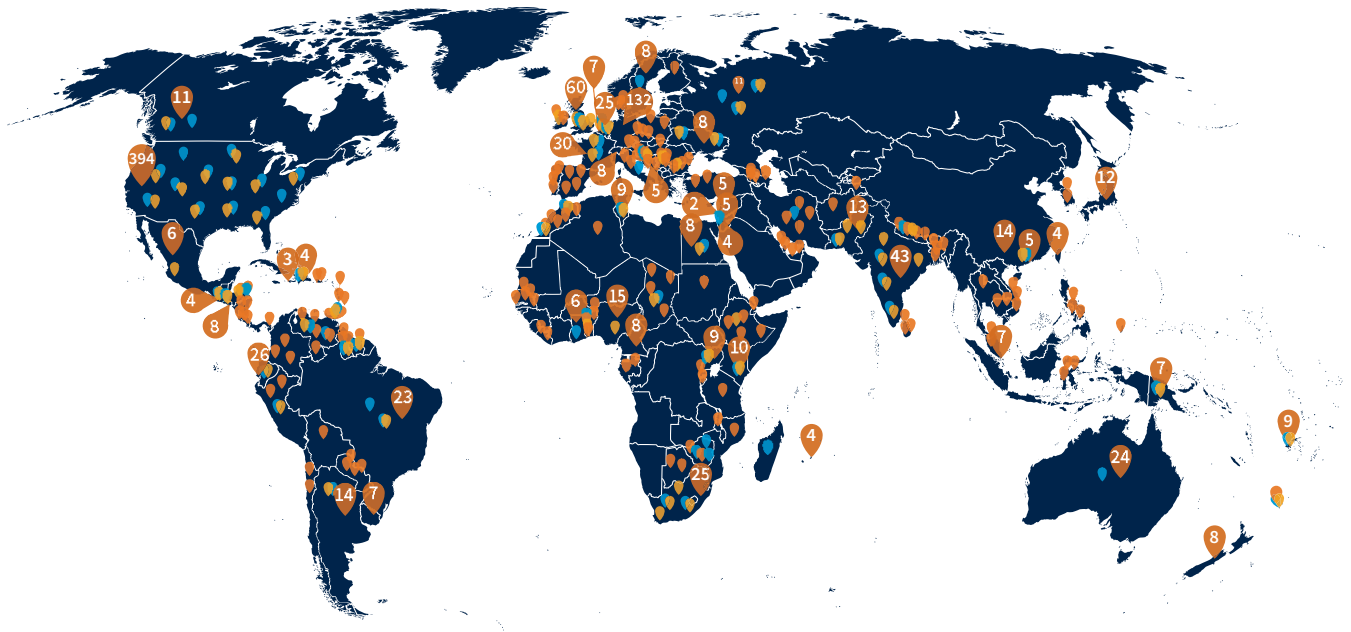
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<sup>26</sup>For further information on this incident, please consult the [Ombudsman Blog](#).

## Exit Survey

Each Exit Survey question was optional, so the number of survey participants varies for each question, from 68 to 82 respondents (around 14% of the total Gender Diversity and Participation Survey respondents). Due to the small sample size, the data derived from the Exit Survey offers limited insight into the Gender Diversity and Participation Survey respondents' regional spread and level of involvement in ICANN; therefore, no meaningful conclusions can be drawn from the few data points below.

Respondents were asked about their country/region of residence and their country of citizenship. Since exit survey data is limited, the following map also includes data provided by ICANN's custom Bitly<sup>27</sup> link for the survey. Although Bitly data does not indicate whether or not a user went on to complete part or all of the survey, it gives an indication that the survey was available to and reached a wide geographical range of community members.



**In what country or region do you reside?**

Response: 68



**In what country or countries do you have citizenship?**

Response: 72

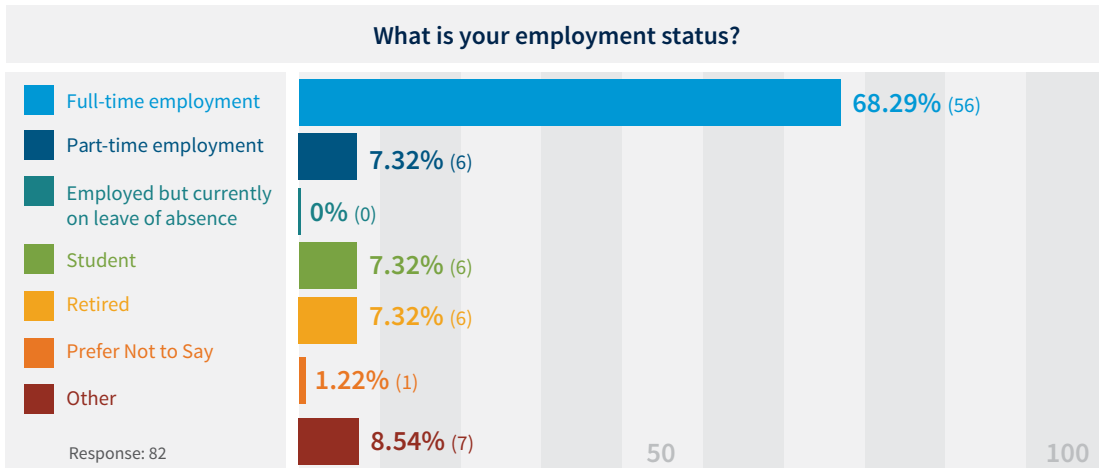


**Bitly Link data for the survey**

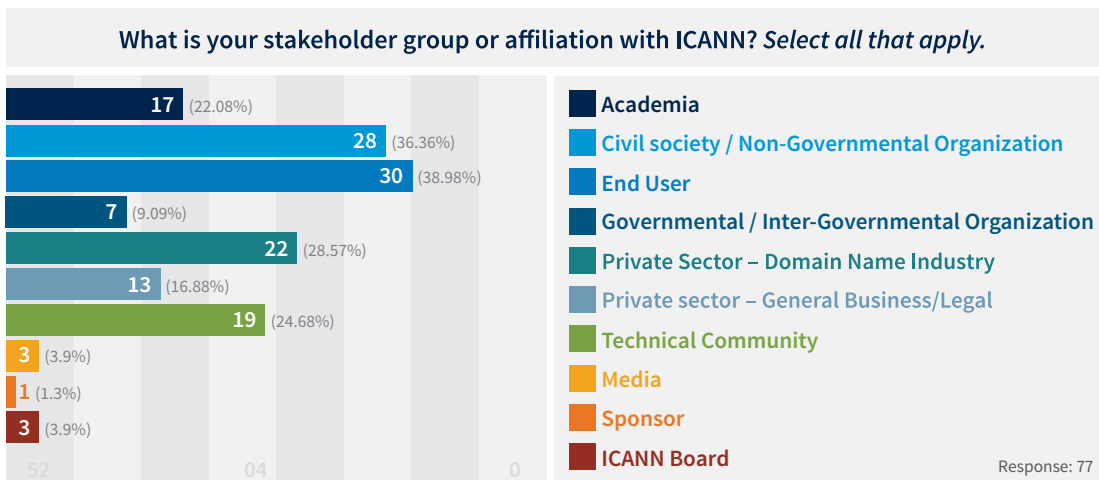
68 respondents completed the question: **“In what country or region do you reside? If you have more than one residence, please choose the primary one.”** While respondents are generally evenly spread throughout ICANN’s geographical regions, respondents from the Middle East region are notably absent, which could indicate a lack of interest in completing

<sup>27</sup>Bitly is a URL shortener and link management platform from which analytics about where the viewer saw a particular link as well their geographical region can be derived. The Bitly link for this survey is [go.icann.org/gendersurvey](https://go.icann.org/gendersurvey).

the survey from participants in that region, since Bitly data does indicate that users accessed the survey in that region. Further, of the languages in which the survey was translated (Arabic, Chinese, English, French, Portuguese, Russian, and Spanish), there were write-in comments in every language except Arabic.



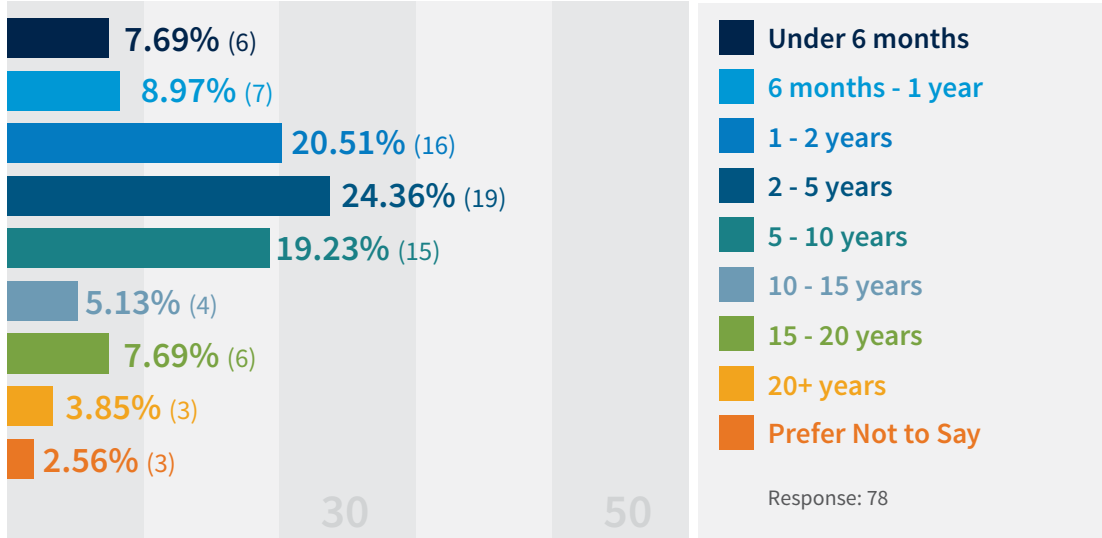
The majority (68%) of respondents are in Full Time Employment. Future surveys will have "Self-Employed" as an option, following feedback from write-in responses.



Respondents are mostly involved with ICANN as End Users (39%) and Civil Society (37%).

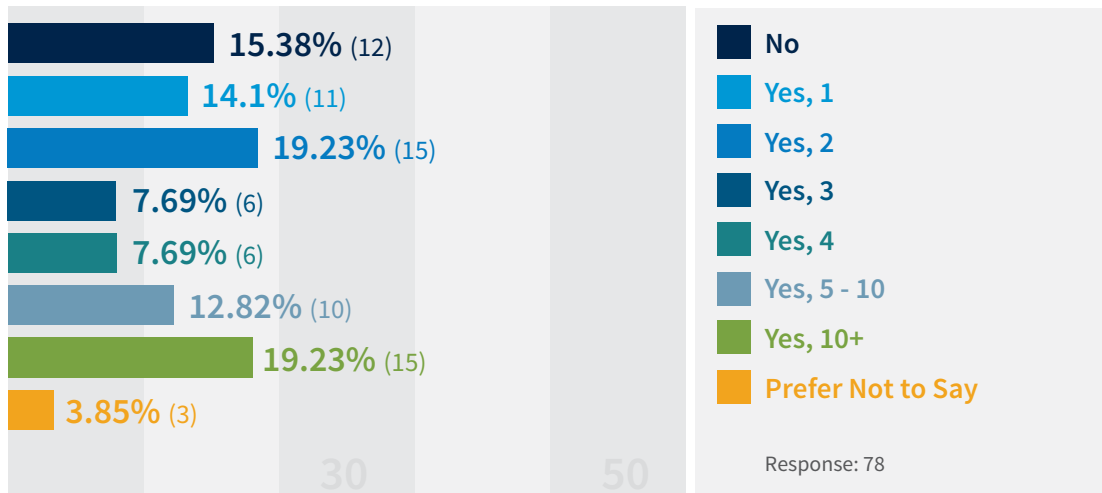
The majority of these respondents are involved in one to four groups of interest, with Fellowships, Generic Names Supporting Organization (GNSO), Regional At-Large Organizations (RALOs), and Cross Community Working Groups (CCWGs) being the most common.

### How long have you been involved with ICANN?



While the majority of respondents report that they have attended 10+ (19%) meetings or two meetings (19%), 15% of respondents have never attended an ICANN Meeting. This data could suggest that those most willing to take a survey are those with long-term involvement in ICANN or those who have recently joined the community, such as Fellows. This data, though limited, could also suggest a gap in the stakeholder journey. Though many participants have invested a significant amount of time in ICANN, these numbers could hint that there is a decrease in participation after two meetings.

### Have you attended ICANN meetings? *If so, how many?*



## Lessons Learned, Limitations, and Future Recommendations

This pilot survey was designed to assess perceptions about gender and participation throughout the entire ICANN community and to supplement the work being done in the WS2 Subgroup on Diversity. The framework of this survey could be replicated and enhanced to gather data on other elements of diversity as called for by the community.

### Limitations of the Survey and Data

How one person defines diversity and perceives, witnesses, or experiences sexism and gender bias is deeply subjective and many factors can influence this, including a person's gender identity, age, regional location, number of years active in the community, and cultural background.

Survey respondents were unaware that only the first 255 characters of their write-in answers would be recorded, as the software used to conduct the survey did not limit the amount of characters that could be entered nor give a warning that more than 255 characters had been entered. This meant that several comments were cut off mid sentence, which made some comments unusable during the analysis stage. This will be rectified for future surveys.

Judging by some of the responses to the write-in questions, some of the language and terminology used in some questions may have caused confusion for some respondents. For example, it might not have been clear whether questions about accessibility related to issues such as access for those with disabilities, whether it related to the location of meetings or travel issues, or whether it related to accessing the Internet/issues with connectivity. It also may not have been clear what *Geographical/Regional-related factors* meant, with some respondents commenting about their physical location or region and others commenting about the location of ICANN meetings.

Future surveys should avoid the 'ranking' question option, as many survey participants did not significantly change the order of ranking, making it unclear whether they generally agree with the original ranking of the elements or whether they were unclear as to how to use the ranking function in the survey software.

### Best Practices and Suggested Approach for Future Diversity Surveys

**Privacy Implications:** The survey was separated into two parts: the primary survey and the exit survey. Although only a small percentage of survey participants filled out the exit survey, this method is identified as best practice by ICANN's Legal team and it ensures that exit survey data (which includes information on stakeholder group and region) cannot be used to determine survey participants' identities. This ensures that the Gender Diversity and Participation Survey responses are truly anonymous. This method has been discussed on other Internet industry organizations' mailing lists, including the [RIPE community Diversity mailing list](#), where participants commended the privacy settings of this survey and compared it to various RIPE surveys that use members' registration data and through which survey participants' identities could be linked to the responses. A similar approach to privacy should be taken in all future diversity surveys.

**The Review Process:** Before its release to the community, several groups provided Public Responsibility Support with valuable feedback on the Gender Diversity and Participation Survey; thanks are due to the Workstream 2 Subgroup on Diversity, the Supporting Organizations and Advisory Committees, the ICANN Board, the ICANN organization's executive team, Human Resources, and ICANN's Legal team. Thanks are also due to the Global Stakeholder Engagement, Communications, and IT teams for assistance with survey logistics. A similar cross-departmental and community-wide approach should be taken, with adequate time allowed, for future diversity surveys.

**The Translation Process:** The Language Services team translated the survey text, as well as social media posts for the survey and write-in responses from the many survey participants who completed the survey in French, Portuguese, Spanish, Russian, and Chinese.<sup>28</sup> In order to offer the survey in multiple languages, survey banners and new graphics for survey buttons (such as Next, Back, and Submit) were created for each language. This report is also available in Arabic, Chinese, French, Portuguese, Russian, and Spanish. It is recommended that future diversity surveys also be published in multiple languages so as to be as inclusive as possible.

**The Communications Process:** The Communications team helped Public Responsibility Support to devise an advertising approach that included wide outreach on social media in multiple languages, a banner on the ICANN homepage, mention in ICANN regional [newsletters](#), an ICANN [announcement](#), and a [blog](#) on the ICANN website. The survey was promoted through emails to the ICANN Board, Supporting Organizations (SOs) and Advisory Committees (AC), the Workstream 2 Subgroup on Diversity, NextGen participants, Fellows, ICANN Learn participants, and the Global Stakeholder Engagement team. At ICANN59, there were dedicated iPads for respondents to complete the survey, which was also promoted at the Meeting through posters and cards with a QR code and in the ICANN59 newsletter. The survey was also advertised through [ICANNWiki](#) and was covered in [Domain Incite](#) and [Domain Pulse](#) and was circulated in the [RIPE community Diversity mailing list](#).

The survey software does not indicate the source of clicks. However, data from ICANN's custom Bitly link offers some insight; most clicks on that link came from Dark Traffic (878 clicks), followed by Twitter (87), Facebook (74), Domain Incite (67), ICANN's website (50), and LinkedIn (26). The survey was clicked on 3,086 times, with 584 total respondents.<sup>29</sup> Many community-wide surveys at ICANN receive approximately 100 responses; this high response rate indicates that a comprehensive communications approach as well as an advertising campaign that ensures the survey widespread exposure is necessary for future surveys. It also suggests that gender diversity is a topic in which the community is interested.

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<sup>28</sup>The survey was translated into Arabic; though the survey software does not provide data on how many participants completed the survey in each language, it is clear that there were no write-in comments in Arabic.

<sup>29</sup>The survey software counts respondents as those those who answer at least one question. The question-by-question analysis in this report indicate how many completed each question of the survey.

## ICANN59 Banner

**GENDER DIVERSITY AND PARTICIPATION SURVEY**

**TO TAKE THE SURVEY, PLEASE SCAN THE QR CODE OR VISIT THIS LINK: [GO.ICANN.ORG/GENDERSURVEY](http://GO.ICANN.ORG/GENDERSURVEY)**

**HELP SUPPORT DIVERSE AND MEANINGFUL ENGAGEMENT AT ICANN!**

## ICANN59 Cards

**GENDER DIVERSITY AND PARTICIPATION SURVEY**

**TO TAKE THE SURVEY, PLEASE SCAN THE QR CODE OR VISIT THIS LINK: [GO.ICANN.ORG/GENDERSURVEY](http://GO.ICANN.ORG/GENDERSURVEY)**

**GENDER DIVERSITY AND PARTICIPATION SURVEY**

**HELP SUPPORT DIVERSE AND MEANINGFUL ENGAGEMENT AT ICANN!**

**PLEASE TAKE 10 MINUTES TO COMPLETE THE SURVEY**

**YOUR FEEDBACK IS IMPORTANT!**

**IF YOU HAVE ANY QUESTIONS, PLEASE EMAIL [GENDERSURVEY@ICANN.ORG](mailto:gendersurvey@icann.org).**

## ICANN Social Media

ICANN @ICANN · Jul 7  
Your feedback is important! Take 10 minutes to share your views on gender diversity & participation at #ICANN: [go.icann.org/gendersurvey](http://go.icann.org/gendersurvey)

**GENDER DIVERSITY AND PARTICIPATION SURVEY**

## Domain Incite

**DOMAIN INCITE** Get the .dds you always wanted **mmx.co** Partnering for Success

DI PRO TLD HEALTH CHECK ABOUT ADVERTISE

RSS Feed  
Twitter Feed

Enter Search Query

**Should ICANN get breastfeeding areas? Have your say!**  
Keen Murphy, June 12, 2017, 18:52:54 (UTC), Domain Policy

**ICANN has launched a survey of community members' views on gender, apparently trying to figure out whether it has a sexism problem.**

The short, anonymous quiz, published today, asks a bunch of reasonable questions about gender diversity at ICANN's physical meetings and online interactions.

The organization wants to know if you think your gender has had any influence on your participation at ICANN, and whether you think it could in your future in the community.

It wants to know if you think ICANN is too male-dominated, whether gender is a barrier to progression, and whether you feel

Get Tickets

TICKETS TICKETS TICKETS

## ICANN Newsletter

**North America Newsletter**  
YOUR SOURCE FOR ICANN NORTH AMERICA NEWS

Feedback North America Events Global Website [www.icann.org](http://www.icann.org)

**ICANN Launches Gender Diversity Survey**

The ICANN organization is conducting a survey to determine current perceptions of gender diversity in the ICANN community and to identify potential barriers to participation. The purpose of this survey is to inform community discussions on diversity, following calls for additional data on this topic.

We invite all community members to take part! Responses will be anonymous and used in accordance with ICANN's [Privacy Policy](#). The survey will be available in Arabic, Chinese, English, French, Portuguese, Russian and Spanish.

It takes just ten minutes to support diverse and meaningful engagement. To make your voice heard, please **complete the survey** before 8 July. Your input matters!

Please email any questions to [gendersurvey@icann.org](mailto:gendersurvey@icann.org).

## ICANN Wiki

ICANNWiki

Welcome to ICANNWiki

**GENDER DIVERSITY AND PARTICIPATION SURVEY**

**HELP SUPPORT DIVERSE AND MEANINGFUL ENGAGEMENT AT ICANN!**

**PLEASE TAKE 10 MINUTES TO COMPLETE THE SURVEY!**

**YOUR FEEDBACK IS IMPORTANT!**

ICANN is currently carrying out a survey to determine current perceptions of gender in the ICANN community and to identify potential barriers to participation. The aim of it to clarify perceptions of diversity and equality, leadership, and inclusiveness and gain understanding of the degree to which barriers such as familial responsibilities play a role in participation. Community members are invited to share their views – please take 10 minutes to complete the survey. ICANN Gender Survey!

**Important: Survey closes on 8 July, so if you are interested in contributing to the survey at your earliest convenience**

ICANNWiki Quick Guide

ICANNWiki QUICK GUIDE



## Recommendations

The next steps on the issue of gender diversity are up to the community; survey responses indicate that the following suggestions could prove useful to ICANN community members. These recommended actions and initiatives are drawn from the quantitative and qualitative data from the survey and are not intended to reflect the views of the ICANN organization.

### Collect and publish diversity data on ICANN community members and leaders.

Quantitative data from the survey suggests that Female participants have a slightly higher aspiration than Males to reach leadership positions in the ICANN community. Multiple write-in comments call for further data on the current state of diversity in the community. Comprehensive diversity data would be useful to explain whether there is a gap between aspiration and realization of these goals for Female participants (i.e. Are there fewer numbers of Female leaders because there are fewer Female participants? Are there disparities in gender ratios at the participation and leadership levels?).

Many write-in comments focus on specific SO/AC groups, indicating that they have low levels of gender diversity. More data is necessary on overall participation and leadership throughout the ICANN community, which would enable the community to better analyze demographics to understand whether gaps and imbalances are real or perceived.

### Consider approaches to better inform community members on how to report perceived sexism or gender bias. Take steps to ensure that the process to report perceived sexism or gender bias is accessible and welcoming to all genders.

Over 40% of survey participants who had witnessed sexism or gender bias in the ICANN community were unsure of how to report it. Data indicates that Females are less likely than Males to report witnessed or experienced sexism. It is possible that the reporting process presents particular challenges for Females but not for Males. Write-in comments suggest that the Ombudsman role may not be adequate to respond to Female complaints.

### Ensure that topics on gender diversity and expected behaviors are widely circulated to the community.

32% of Female survey participants note that they have experienced or witnessed sexism and/or gender bias at ICANN, and multiple write-in comments remark on sexist behaviors and harassment at ICANN Meetings, as well as on remote participants who do not follow ICANN's [Expected Standards of Behavior](#). For those new to the ICANN community, information could be included at Newcomers' Day on how to report perceived harassment, sexism or gender bias, as well as expected behaviors. For long-time participants, alternative ways to raise awareness in the community about the Expected Standards could be considered.

### Celebrate champions of gender diversity and role models in the community.

Survey data suggests that Males are more likely than Females to feel represented by community leadership. Quantitative data also shows that significantly more Females than Males believe that preconceptions about Female leadership negatively affect women's

opportunities to advance in the ICANN community. Consider approaches for highlighting Female role models.

**Provide further capacity-development activities for the ICANN community, as well as increased mentorship and leadership programs.**

Over 70% of survey participants support increased educational, development, and leadership programs, and many provided write-in comments about the link between gender diversity and capacity development. Over 60% support additional mentorship programs.<sup>30</sup>

**Ensure that the community is made more aware of where to find information that explains safety implications and recommendations for each Meeting.**

Multiple survey participants, both Male and Female, commented that Meeting locations may be unsafe for women. Though safety implications are thoroughly considered by the Meetings team, this process could be made more transparent so that the community knows that their safety is a top priority. Consider resources, such as SOS numbers and safety briefings, that could be made available to those who feel unsafe.

**Ensure that future materials (such as reports, surveys and/or forms) adopt a non-binary approach to gender in order to be as inclusive as possible.**

Quantitative data from the survey suggests that individuals identifying with a non-binary gender do not believe that opportunities are equal for all genders. Survey data also reveals that Females and those who identify with a non-binary gender are more likely to perceive barriers to participation than Males. Steps should be taken so that ICANN does not exclude any members of the community through a binary (Male/Female) approach; five survey respondents identify their gender in Some Other Way.

Current Meeting data [reports](#) utilize salutation (Mr./Mrs./Miss, etc) to determine gender, thus excluding those with non-binary genders from self-identifying their gender. This method also does not allow those with titles such as Dr. or Professor to self-identify their gender. Steps should be taken to separate information on gender, which is sensitive, from the registration data; an approach with a separate survey, such as this Exit Survey, could be used.

**Consider suitable and reasonable voluntary targets to increase gender diversity at ICANN.**

Over 75% of survey participants support voluntary targets to increase gender diversity in the ICANN community. There is considerably less support for mandatory quotas.

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<sup>30</sup>Though not directly related to gender diversity, data from this survey reveals that older participants are more likely to struggle with technical challenges relating to remote participation. Capacity-development activities with a focus on this area could prove useful.

**Consider offering breastfeeding areas at ICANN Meetings and networking or peer support groups for parents.**

Though these initiatives receive less support than those for additional leadership and mentorship programs, a sizeable portion of the community (over 30% of survey participants) supports them. Both initiatives could warrant a pilot approach to gauge levels of interest. If implemented, steps should be taken to ensure that all community members understand that breastfeeding areas are optional, not mandatory, for those who wish to use them. Parental groups, if implemented, should be offered as a remote opportunity, since many parents comment that attending Meetings with a family poses significant challenges.

**Ensure the Meeting schedule allows for forums regarding gender diversity.**

Approximately 50% of survey participants support these forums. Steps should be taken to ensure that relevant discussion forums are at a convenient time for all to attend and share their views. Prominent forums could help to reduce the perception of ICANN as male-dominated, since 66% of Female survey participants believe that ICANN's community is male-dominated. Some survey respondents remark that sessions focused on one specific gender at ICANN Meetings feel discriminatory; steps should be taken to ensure that Meeting sessions are promoted as inclusive and welcoming towards all genders.

**If you have any further comments, questions, or suggestions, please share your views with [gendersurvey@icann.org](mailto:gendersurvey@icann.org).**

## Appendix

Further write-in comments focus on the following initiatives to support gender diversity:

### **Childcare facilities at ICANN Meetings:**

One Male and five Female respondents mention that they would support the introduction of childcare services at ICANN Meetings:

*“Childcare at ICANN meetings. Arrangements and stipends for parents to bring children to increase participation.”* Female, 36-45

### **Breastfeeding areas at ICANN Meetings:**

*“A little confused as to why a breastfeeding area’ is a program or initiative. Fair enough of you have areas where women elect to do this with more privacy. But women should just be free to breastfeed.”* Female, 26-35

*“The concept of ‘areas’ for breastfeeding is in itself discriminatory and backward.”*  
Male, 36-45

*“I was happy to see breast feeding area as an option.”* Male, 36-45

Please note that child-feeding areas, if made available, would be intended for those who feel comfortable using them and that women will remain able to breastfeed in any location at ICANN Meetings.

### **Outreach efforts:**

*“Forums at ICANN meetings regarding disability diversity.”* Female, 25-36

*“Specific outreach to women, especially women of colour.”* Female, 46-55

*“Granting more Access to developing countries.”* Female, 46-55

*“Unconscious bias training for staff, for chairs, for other SG and AC leaders.”* Female, 46-55

*“Online video series helping people to stop allowing how others view them to affect their lives negatively. Classes to help people learn good self-esteem behaviors so that outside factors do not hurt them on such a deep level.”* Female, 26-35

Further write-in comments focus on the following barriers to participation:

### **Leadership positions:**

*“Leadership roles are shared between the same group of men, over long periods of time; inaccessible to new aspiring participants because everyone wants to maintain his travel funding.”* Female, 36-45

*“Leadership recycling within same group or across different ICANN groups and ICANN staff’s lack of sensitivity to or understanding of different cultures.”* Female, 56-65

**Experience:**

*“Experience - if you haven't been to 20 meetings in person, what good are you?”*

Male, 56-65

*“ICANN community is not really welcoming or a friendly environment for a newcomer.”*

Female, 36-45

*“Time investment requirement is high to understand the issues and to learn how to engage effectively.”* Female, 36-45

**Communication:**

*“Lack of communication to broader communities about the impact of ICANN policies...”*

Female 36-45

*“On the good side, remote participation has gotten much better over the years.”*

Female, 46-55

**Regional focus:**

*“The need to refer at all times to the American or Californian legal system.”* Male 36-45

*“Balanced distribution of times allocated for conference calls, so people from Asia can participate more effectively, not always at midnight. Not all WG rotate. Quite unfair.”*

Female, 36-45

*“The MENA region is not represented.”* Female, 16-25

Additional further comments on enhancing gender diversity at ICANN focus on the following themes:

**There is no gender issue at ICANN/gender is an external issue:**

*“I think that the numbers of women participating in ICANN reflect the numbers of women in technological fields. As this number grows, so will those in positions of power at ICANN. Generally speaking, I feel that ICANN is forward thinking concerning gender.”* Female, 26-35

*“There are no gender-related problems within ICANN. This is just a popular topic so everyone feels bound to deal with it. As if it has become politically incorrect to say that there is no such discrimination.”* Male, 36-45

*“I never felt disadvantaged at ICANN, it is, compared to others, a very friendly environment. Maybe it is a loud minority complaining?”* Female, 36-45

*“[You're] making a mountain out of a molehill. You already are politically correct. Many do not participate due to external cultural discrimination (i.e. it's a man's world).”* Male, Prefer Not to Say Age

*“I have seen several women take on leadership roles within the ICANN community and haven't noticed an issue with gender inequality.”* Female, 46-55

*“ICANN is at a perfectly fine state of gender equality, I think we just should take care not to overdo it when supporting women.”* Male, 16-25

**Focus on gender may limit advancement of the best candidates for leadership positions:**

*“Care should be taken not to use the issue of gender diversity to bring in more volunteers who are just in for the travel and networking, but won’t take the load off over stretched community members via their active participation in ongoing community work.”* Male, 36-45

*“We should focus on smart people instead of gender. There [are] a lot of smart women in the ICANN community so I don’t see the need to focus on it...”* Male, 26-35

There are no comments on this theme from Females.

**Reporting of perceived sexual harassment and bias:**

*“The community witnesses cases of harassment and does nothing about them. I saw some cases in Johannesburg [at ICANN59] that were considered normal behavior by some members of the community. Like comments about women’s bodies, inappropriate.”* Female, 26-35

*“I have experienced sexual harassment at ICANN meetings in the past, but I don’t really believe this is the fault of ICANN. I also chose not to report it and I own that decision as it was one I took on my own. Harmless and ‘casual sexism’ still 100% exist.”* Female, 26-35

**General comments on diversity, equality and ICANN’s efforts in these areas:**

*“I believe it is possible to beat gender inequality. More opportunities and training should be given to women.”* Female, 26-35

*“We don’t NEED more meetings about gender diversity. Just publish the statistics.”* Female, 36-45

*“Many of these issues are cultural and will be difficult to overcome without sustained effort by many people over a lot of time. Little things placing a mic in the aisle for public forum sessions (and even the height of the mic) can be quite intimidating.”* Female, 46-55

*“I think gender equality can be achieved and sustained if ICANN does more in using a transparent process of information dispensation...”* Male, 26-35

*“I wouldn’t recommend a strong push one way or another for diversity or equality. Rather, I’d suggest ICANN mention existence while promoting treating all individuals fairly/respectfully without regard to race, religion, gender or sexual preference, etc.”* Female, 46-55

