



Diversity at ICANN

16 December 2016

Context

The following slides present a snapshot of gender and geographic diversity at ICANN and include information on the ICANN community, Board, Personnel, and Programs.



Diversity at ICANN



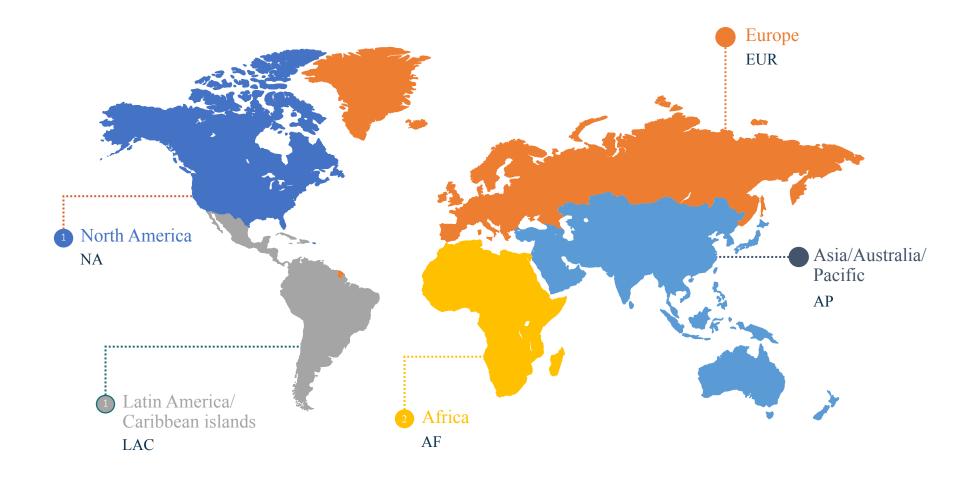


Diversity Data Collection

- The data reflected here is derived from pre-existing surveys. As the original data sources were not available for this exercise, minor overlaps and inaccuracies may exist. Data points are identified using the most appropriate resources available, which are often based on self-reporting or selection.
- It would be beneficial in the future to use 'countries' as a data field to determine region, so that if regional distinctions evolve, realignment of data will be easier and more accurate.
- A more nuanced approach to gender data is necessary. Developing the means by which to collect data where individuals can self-identify male, female or a third 'other' option will enable us to examine gender statistics in less binary terms. Technically, the term 'gender' refers to societally or culturally delineated masculine and feminine characteristics while the term 'sex' refers to biological differences. Realigning the terms at this stage of the research could be more specific, inclusive, and constructive.



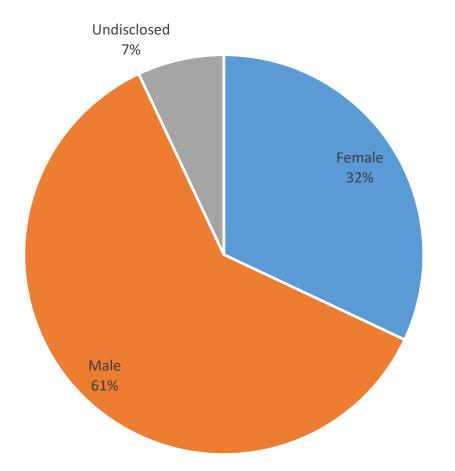
ICANN Regions



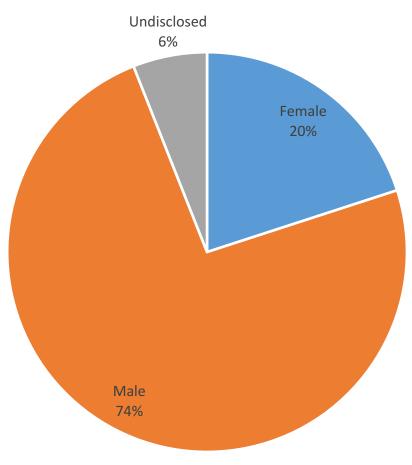


ICANN Community | ICANN Meeting Participants – Gender

ICANN56: Helsinki (1,436 attendees)



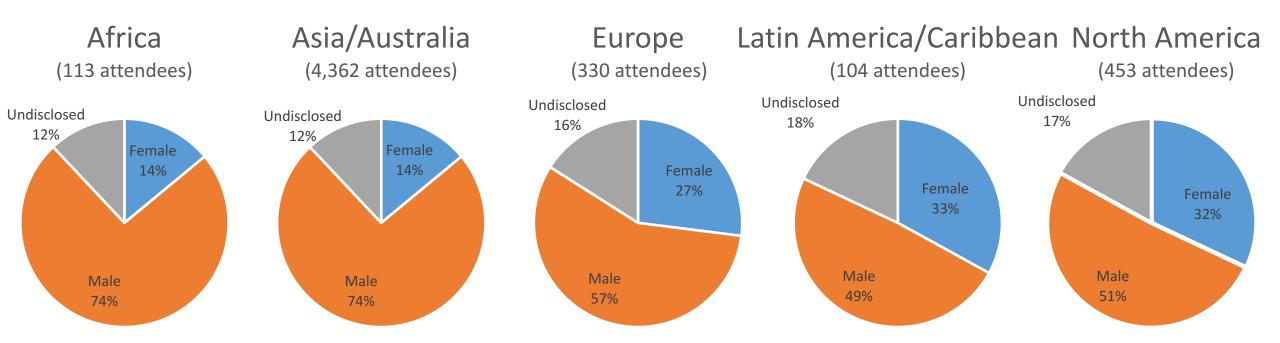
ICANN57: Hyderabad (3,182 attendees)



These charts are based upon self-selected meeting registration data.



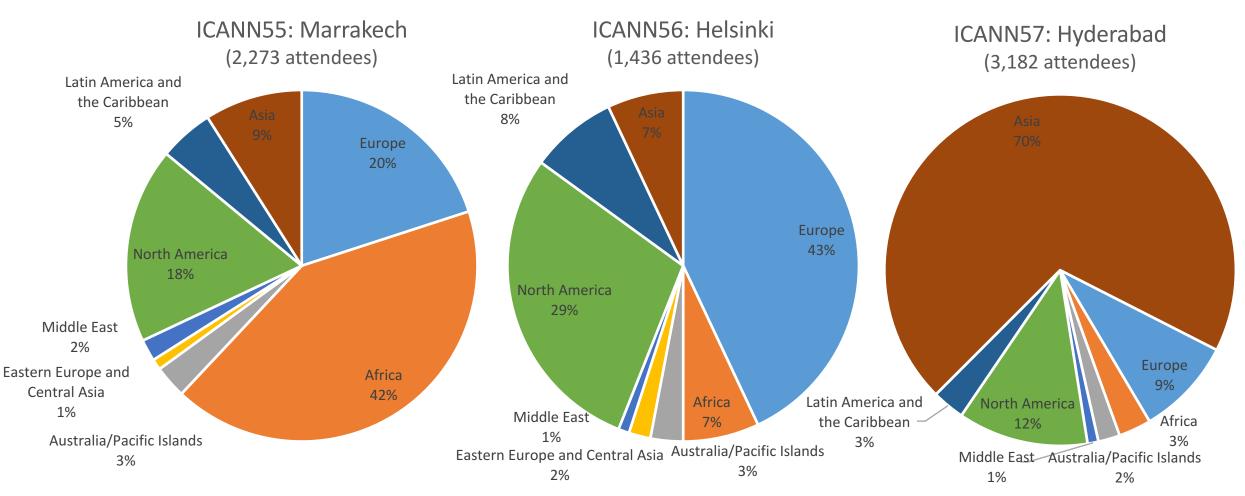
ICANN Community | ICANN57 Meeting Participants – Gender



These charts are based upon self-selected meeting registration data.



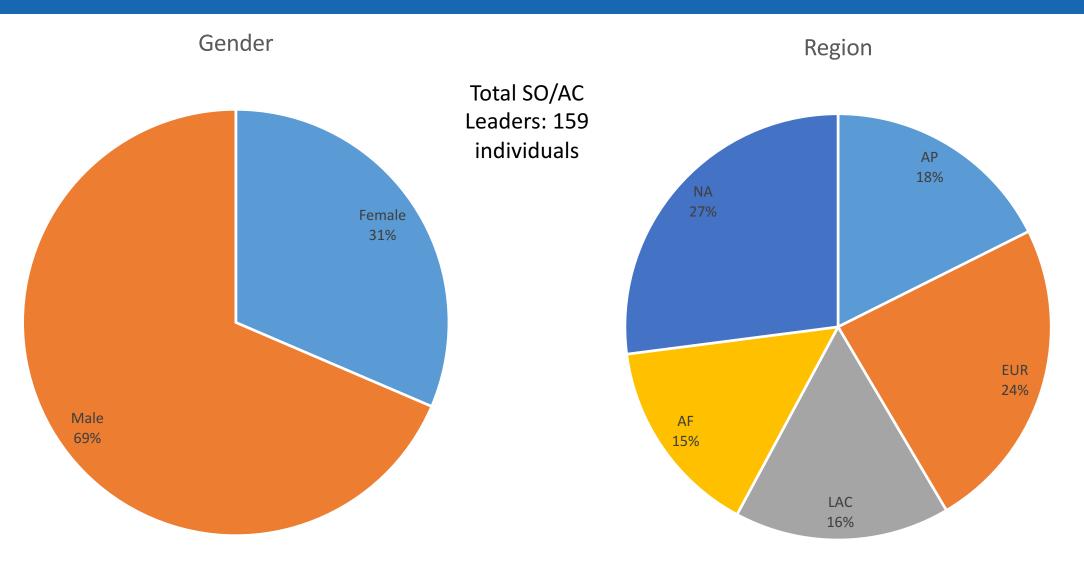
ICANN Community | ICANN Meeting Participants – Region



These regional categories are based on existing reports and therefore include more than the five ICANN regional categories; reports are drawn from self-selected meeting registration data.

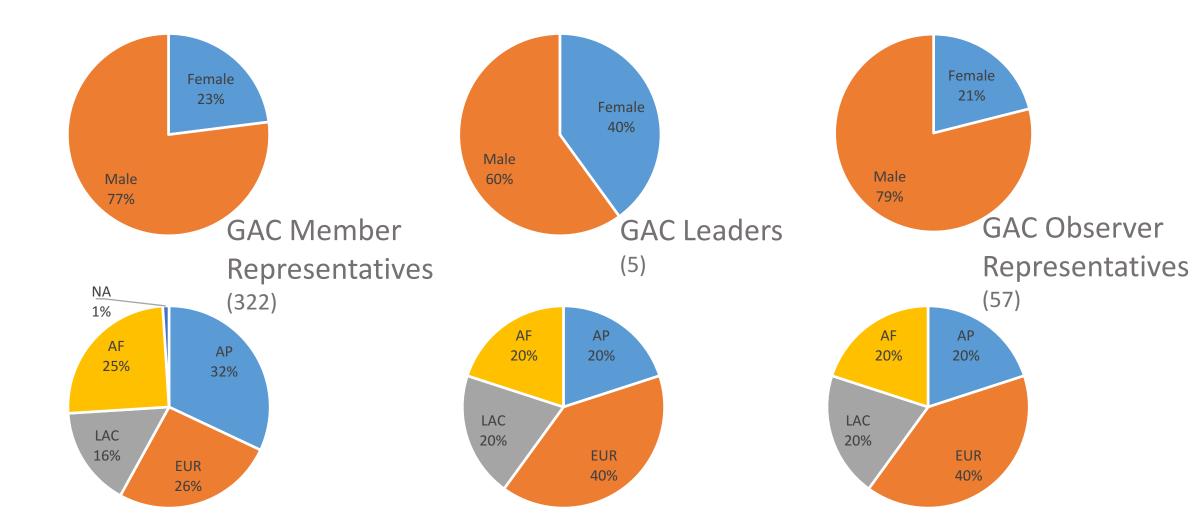


ICANN Community | SO / AC Leadership Composition, Oct. 2016





ICANN Community | GAC – Gender and Region, Oct. 2016



GAC data reflects individuals involved, not member countries; some countries have more than one representative.

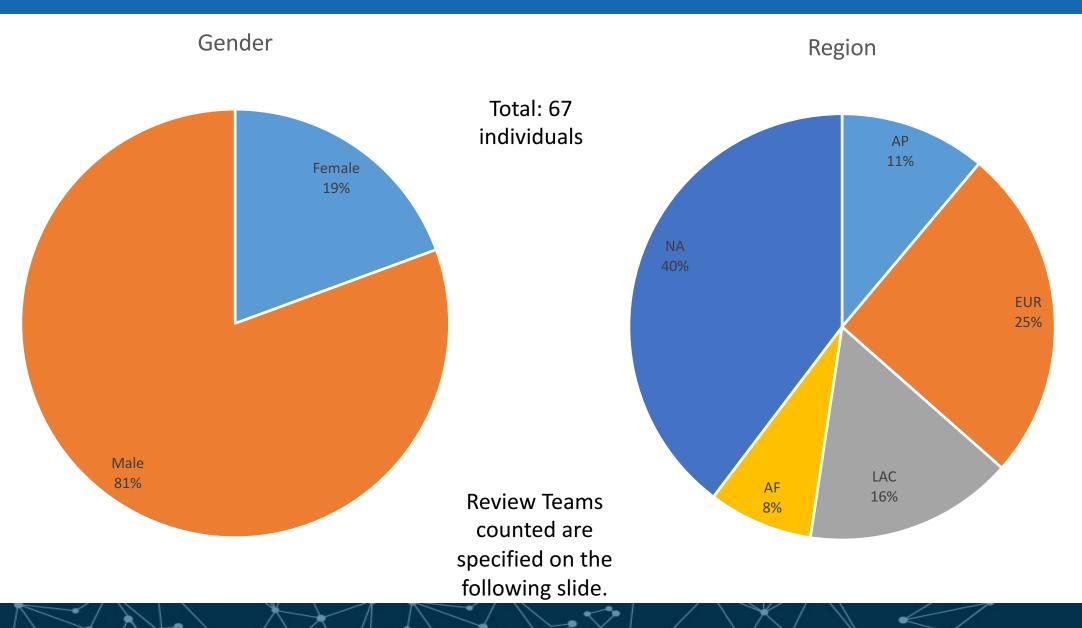
Regional diversity as represented here reflects place of work, not citizenship.



REGION

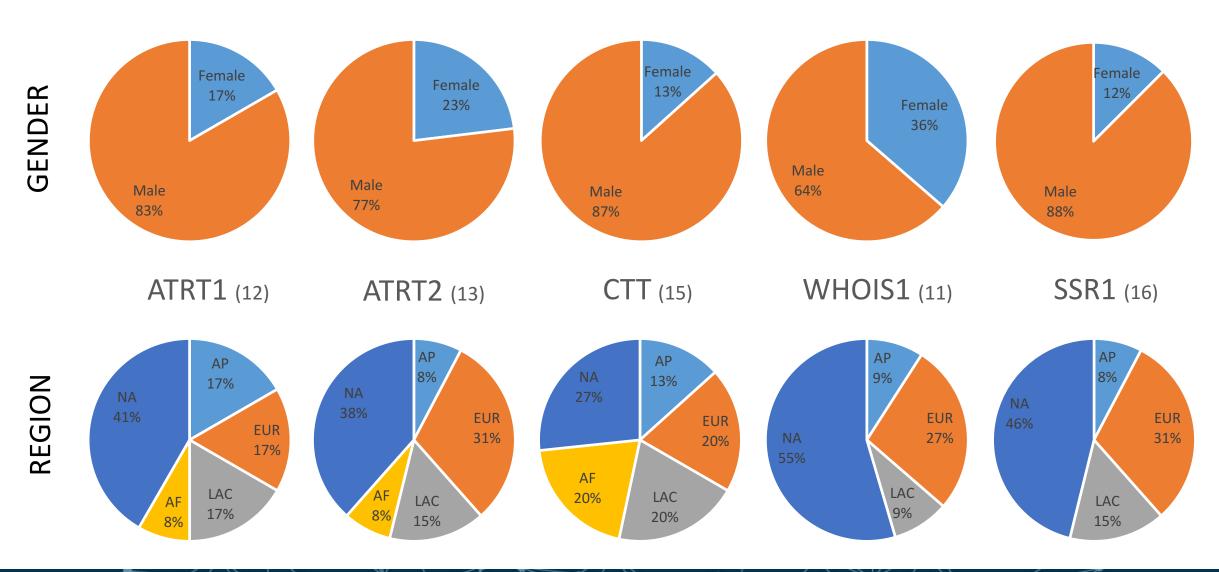
GENDER

ICANN Community | Review Teams – Gender and Region (Total)



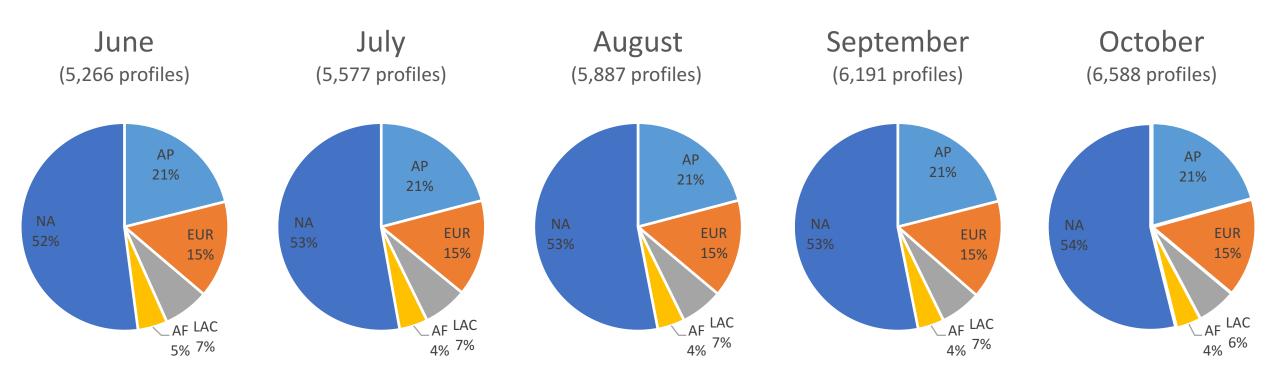


ICANN Community | Review Teams – Gender and Region





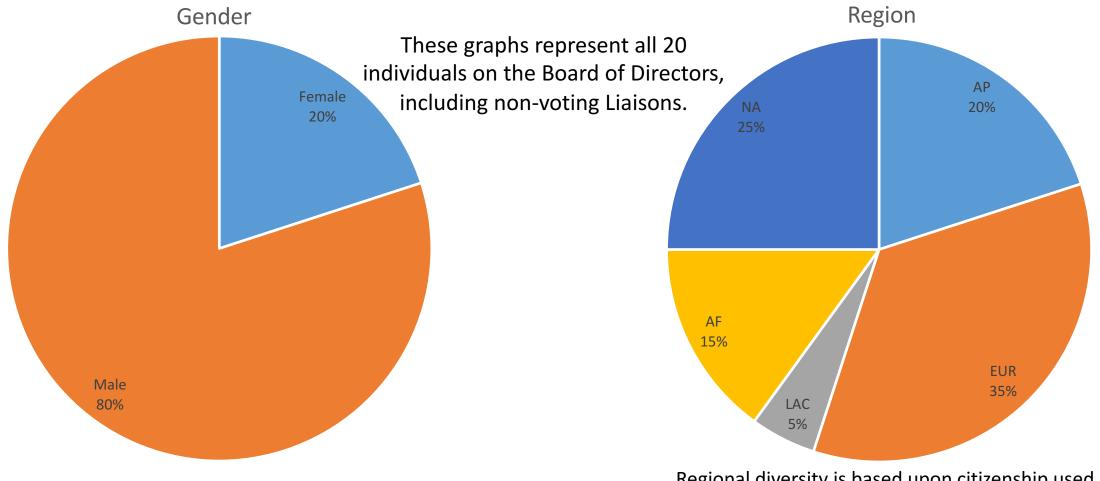
ICANN Online Community | ICANN.org: Total Profiles Created – Region

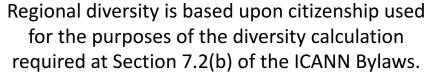


This data reflects total profiles created on icann.org where regions are self-selected.



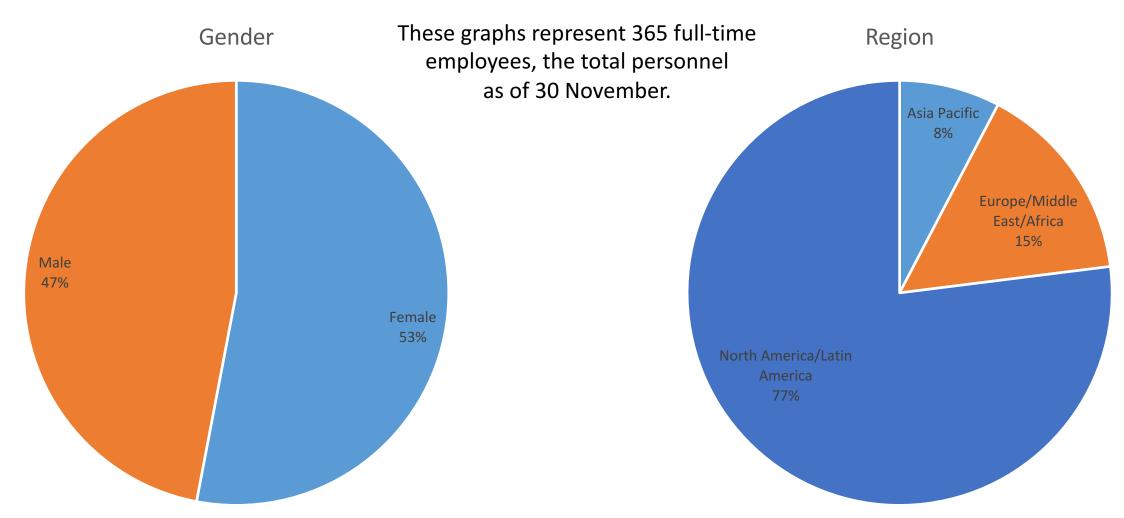
ICANN Board | Gender and Region, Dec. 2016







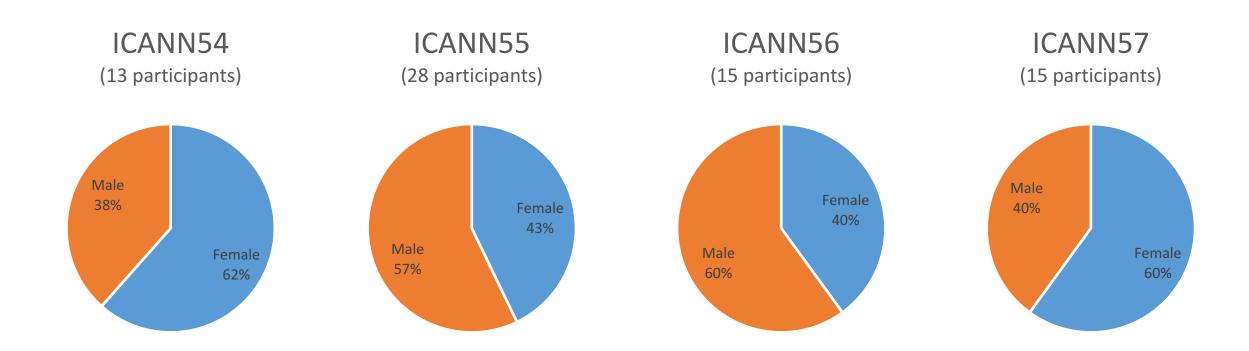
ICANN Personnel | Gender and Region, Nov. 2016



This data is based on existing reports that utilize three regional categories and represents place of work.



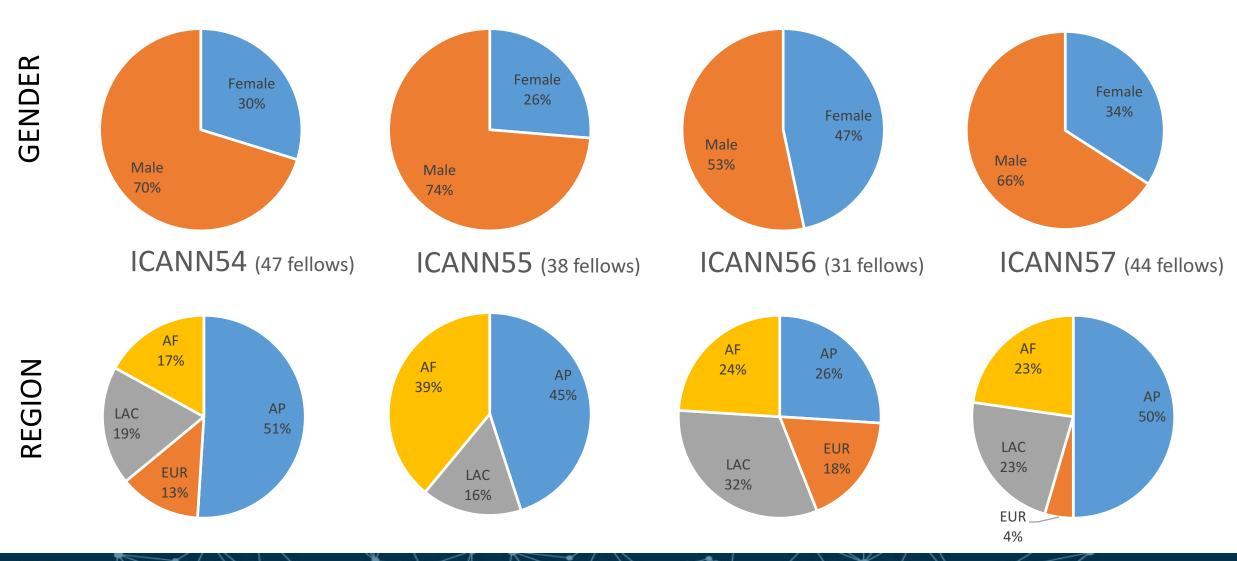
ICANN Programs | NextGen – Gender



Regional data is not presented for the NextGen program because participants are drawn from the region of the Meeting.



ICANN Programs | Fellowships – Gender and Region

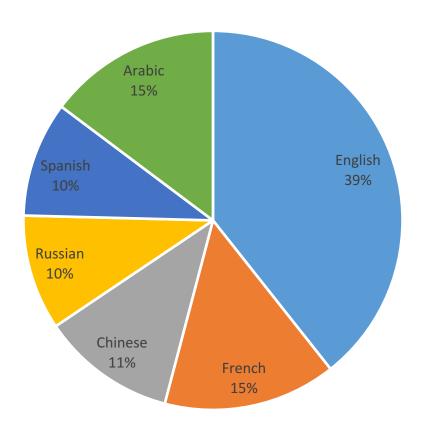




ICANN Programs | ICANN Learn – Languages

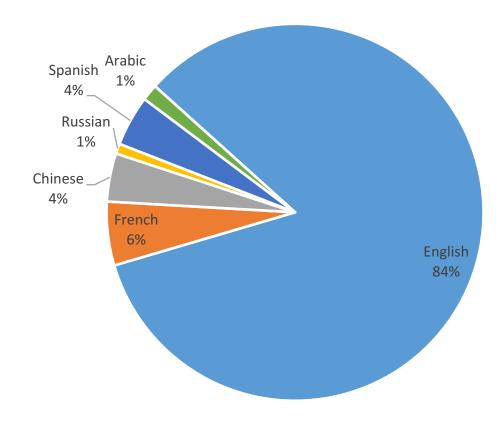
ICANN Learn Courses:

52 courses offered in 6 languages



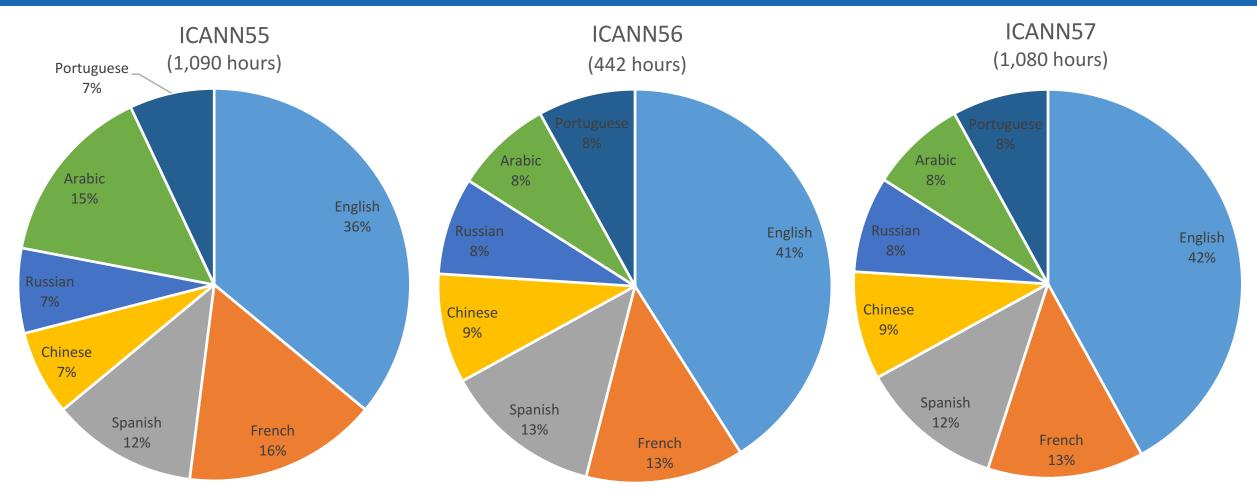
ICANN Learn Users:

2400+ registered users (percentage of users registered to each language platform)





ICANN Community | Meeting Remote Participation - Languages



ICANN records Meeting sessions through Adobe Connect and posts them after the session concludes. Audio links for all languages are also provided when available. This data shows total recorded hours (original and translated).

