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Diversity is not an option

✓ Maximum participation and transparent deliberations of all the stakeholders concerned are needed in order to reflect the diversity of the points of views constituting the general (global) interest in a given situation.

See CCWG-Accountability Supplemental Report, Annex 12,
https://community.icann.org/pages/viewpage.action?pageId=58723827

Data collection - 190 « Icann community leaders »

✓ The current set of data includes 190 individuals, which had at least one the following roles within ICANN at the time of collection (April 2016) :

- Board Director
- Supporting Organization or Advisory Committee member of the Council or equivalent body
- gNSO Constituency Executive Committee or Bureau member
- Nominating Committee member
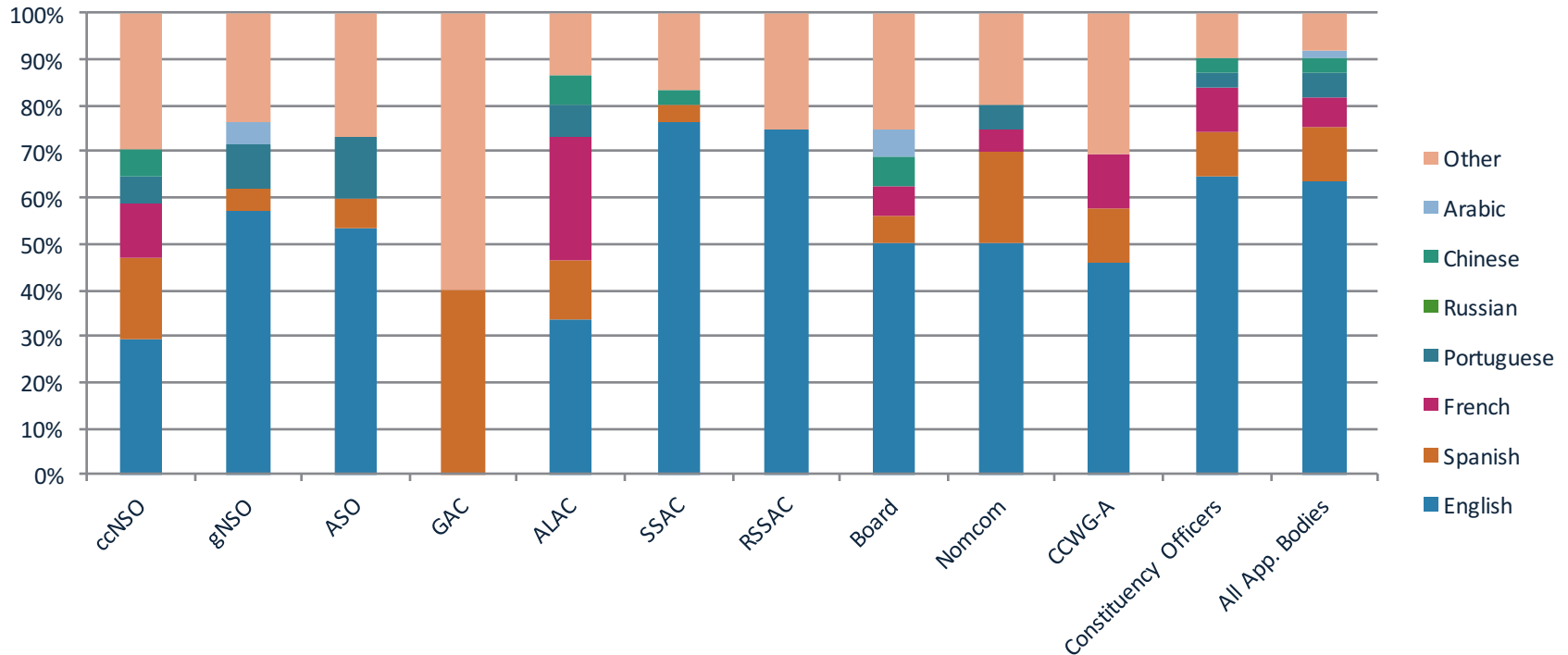- CCWG-Accountability members

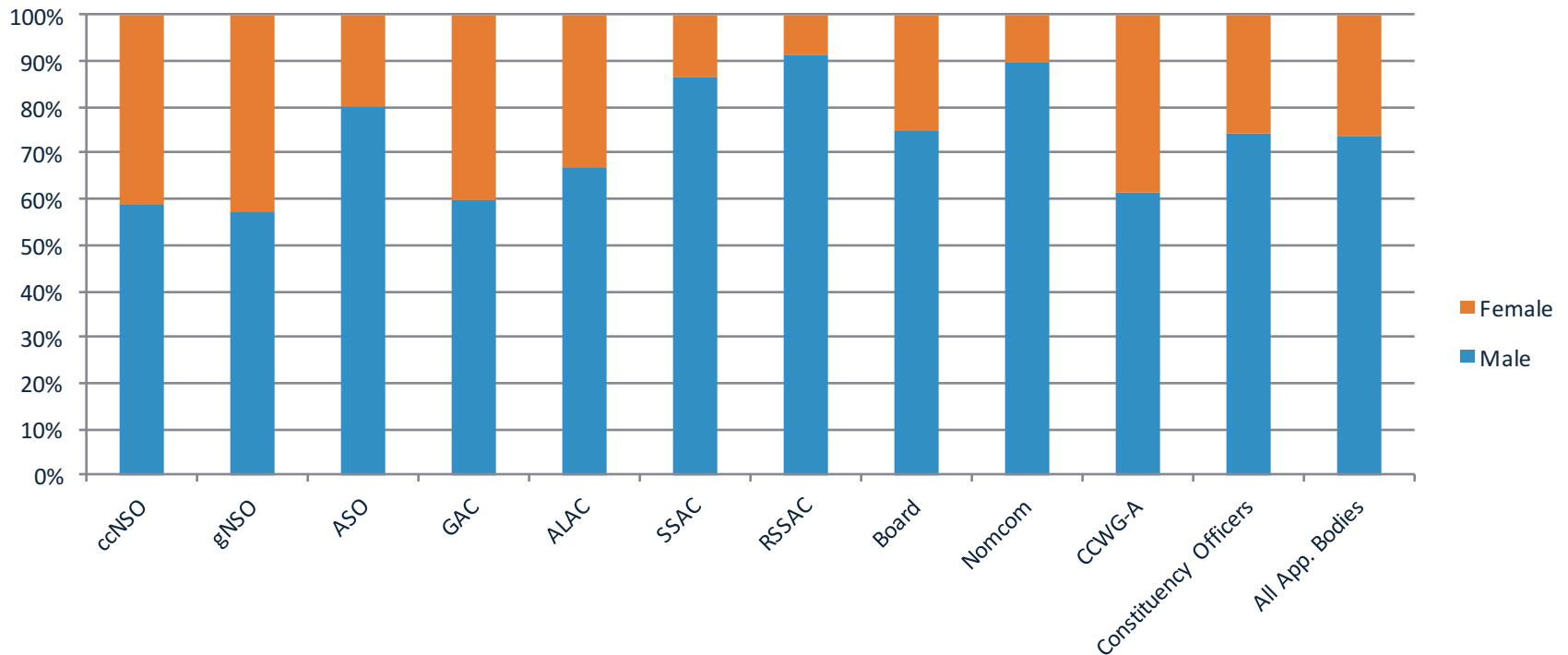# Icann community is not (yet ?) fully global

Icann Leaders by Region

Legend:
- NA: 79
- AP: 35
- EUR: 45
- LAC: 28
- AF: 21
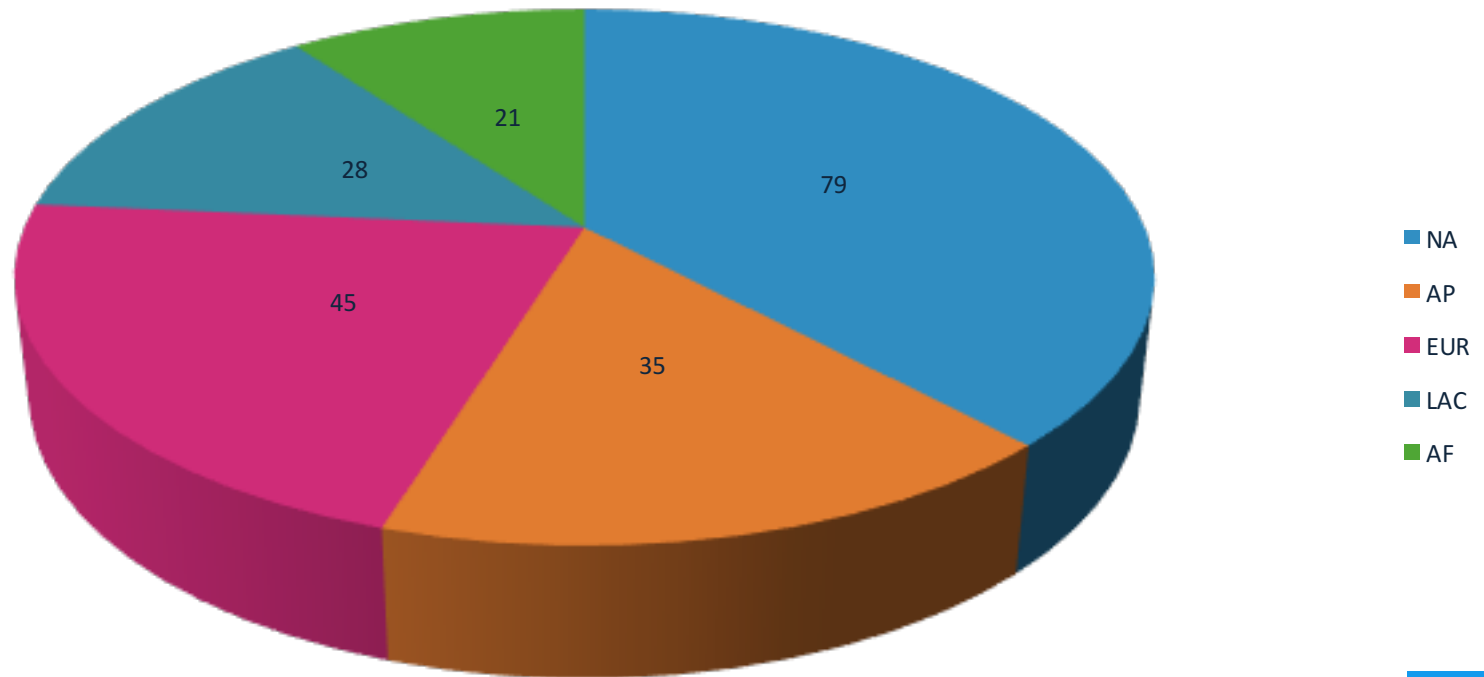
Is being a native English speaker a requirement to be an Icann leader ?

App. Bodies Native Language

Why so few women in SSAC, RSSAC and... NomCom ?

App. Bodies gender

Some thoughts for WS2

Regional balance works (only ?) when they are a bylaws requirement

How can we ensure we do not value fluency (in English) over fair representation of stakeholders when selecting leaders ?

IETF, ITU and many other organizations are facing the same issues and launched initiatives

What steps of usual diversity enhancement initiatives should we recommend :

- Data collection and monitoring
- Review culture and practices for bias
- Set ambitious targets
- Define incentives or penalties
- Education (especially for leaders)
- Set quotas

We can also act NOW !

Put diversity on the agenda in your respective groups

Include diversity as a decision making criteria in every appointment process

Point out publicly diversity issues when they occur (« manels », WG co-chairs from single country…)

Merci !

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