

Gender Diversity & Participation Survey **CONFIDENTIAL-DRAFT**

The mission of the Internet Corporation for Assigned Names and Numbers (ICANN) 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](#). The collection of reliable and relevant data is key to these efforts.

There have been many diversity discussions over the years, culminating in a request from our community at ICANN54, in the ['Women in ICANN, Internet, and ICTs' session](#), for further statistics to explore gender diversity. Following on community calls for data to inform diversity discussions, as well as to support the community's broader work on diversity, this survey aims to determine current perceptions of gender diversity at ICANN and to identify potential barriers to participation.

A community-wide survey ensures everyone has an opportunity to provide their views and identify areas that require additional attention. By taking just ten minutes to complete this survey, you will help to support diverse and meaningful engagement.

The survey aims to capture data that can help inform community discussions on the topic of gender diversity. Potential solutions or recommendations on next steps could be considered by the community through relevant mechanisms and channels. This survey focuses specifically on gender as one aspect of diversity that relates to potential barriers to participation. Other relevant areas are currently being discussed in the [Work Stream 2 Diversity subgroup](#) and may be explored with future surveys.

Your responses are anonymous and will remain confidential. Your participation in this study is entirely voluntary and you may withdraw at any time. Survey responses will be collected and analyzed in accordance with ICANN's [Privacy Policy](#).

Should you have any questions, please email: gendersurvey@icann.org.

Clearance question to sort data:

How do you identify your gender?

- Male
- Female
- In some other way
- Prefer not to say

PERCEPTIONS OF GENDER, DIVERSITY AND EQUALITY IN THE ICANN COMMUNITY

1. Please tick whether you agree, disagree, or are neutral about the following statements:
[Options: strongly agree, agree, neutral, disagree, strongly disagree, unsure, not applicable]
 - All genders are treated fairly and equally in the ICANN community.
 - Female and male volunteers have the same opportunities to advance in the ICANN community.
 - ICANN's community culture is male-dominated.
 - The ICANN community should do more to increase gender diversity within the ICANN ecosystem.
 - I support voluntary targets to increase gender diversity amongst volunteers who participate in the ICANN community.
 - I support mandatory quotas to increase gender diversity amongst volunteers who participate in the ICANN community.

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

PERCEPTIONS OF GENDER AND COMMUNITY LEADERSHIP IN THE ICANN COMMUNITY

2. Please tick whether you agree, disagree, or are neutral about the following statements:
[Options: strongly agree, agree, neutral, disagree, strongly disagree, unsure, not applicable]
- ICANN should do more to increase gender diversity amongst community volunteer leadership.
 - I feel represented by ICANN's current community volunteer leadership.
 - I aspire to reach a position of volunteer community leadership within ICANN. (If you already hold a leadership role, please select "not applicable.")
 - My gender may pose a barrier to my advancement to a position of community volunteer leadership. (If you already hold a leadership role, please select "not applicable.")
 - Preconceptions about female leadership have a negative effect on women's opportunities to advance as community volunteer leaders.
 - Preconceptions about male leadership have a negative effect on men's opportunities to advance as community volunteer leaders.

PERCEPTIONS OF GENDER AND INCLUSIVENESS IN THE ICANN COMMUNITY

3. Have you ever felt unwelcome or excluded from events or discussions within ICANN because of your gender?
- a. Yes
- i. If yes, where? Tick all that apply
- In person, at an ICANN meeting.
 - In person, at another ICANN-related event.
 - Remotely, on ICANN mailing lists.
 - Remotely, on ICANN calls or meeting remote participation.
 - Other: _____
- b. No
4. Have you ever experienced or witnessed what you perceive to be sexism or gender bias within the ICANN community?
- a. Yes
- i. If yes, where? Tick all that apply.
- In person, at an ICANN meeting.
 - In person, at another ICANN-related event.
 - Remotely, on ICANN mailing lists.
 - Remotely, on ICANN calls or meeting remote participation.
 - Other: _____
- ii. If yes, did you report it?
- Yes
 - No, I chose not to report it.
 - No, I am unsure of how to report it.
- b. No.

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BARRIERS TO PARTICIPATION IN THE ICANN COMMUNITY

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

a. Yes

i. 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.

- Gender-related factors
- Cost-related factors
- Language-related factors
- Accessibility-related factors
- Time-zone factors
- Lack of time to participate
- Location of Meetings
- Technical challenges associated with remote participation
- Lack of knowledge about how to contribute effectively to the work of the ICANN community
- Other: _____

b. No

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

- Gender-related factors
- Cost-related factors
- Language-related factors
- Accessibility-related factors
- Time-zone factors
- Lack of time to participate
- Location of Meetings
- Technical challenges associated with remote participation
- Lack of knowledge about how to contribute effectively to the work of the ICANN community
- Other: _____
- None

CARING RESPONSIBILITIES

7. 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.

- Primary carer of a children or children (under 2 years old)
- Primary carer of a child or children (2–5 years)
- Primary carer of a child or children (5–18 years)
- Primary carer of a child or children with health conditions or impairments
- Primary carer of an adult with health conditions or impairments (18 years and over)
- Primary carer of older person or people (65 years and over)
- Secondary carer
- None
- Prefer not to say
- Other: _____

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8. Do these caring responsibilities have an impact on your participation at ICANN?
 - a. Yes
 - i. If yes, how? Please explain. _____
 - b. No
 - c. Unsure
 - d. Not applicable

ENHANCING GENDER DIVERSITY AT ICANN

9. Which of the following programs or initiatives to enhance gender diversity would you support within the ICANN community?
 - Networking or peer support groups for parents
 - Additional mentorship programs within the ICANN community
 - Increased leadership, development, and educational programs
 - Forums at ICANN meetings regarding gender diversity
 - Breastfeeding areas at ICANN meetings
 - Other: _____

OPTIONAL EXIT SURVEY

Participant Information:

(This information will remain entirely anonymous, as each data point will be collated separately.)

1. What is your age?
 - a. 16–25
 - b. 26–35
 - c. 36–45
 - d. 46–55
 - e. 56–65
 - f. 66–75
 - g. 76+
 - h. Prefer not to say
2. In what country or region do you reside? If you have more than one residence, please choose the primary one.
 - a. [Drop-down options]
 - b. Prefer not to say
3. In what country or countries do you have citizenship? Tick all that apply.
 - a. [Drop-down options]
 - b. Prefer not to say
4. What is your employment status?
 - a. Full-time employment
 - b. Part-time employment
 - c. Employed but currently on leave of absence
 - d. Student
 - e. Retired
 - f. Other: _____
 - g. Prefer not to say
5. What is your stakeholder group or affiliation with ICANN? Select all that apply.
 - Academia

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- Civil society / Non-Governmental Organization
- End User
- Governmental / Inter-Governmental Organization
- Private Sector – Domain Name Industry
- Private sector – General Business/Legal
- Technical Community
- Media
- Sponsor
- ICANN Board

6. In which of the following groups of interest are you involved? Select all that apply.

- | | |
|---|---|
| <input type="checkbox"/> Address Supporting Organization (ASO) | <input type="checkbox"/> Number Resource Organization (NRO) |
| <input type="checkbox"/> At-Large Advisory Committee (ALAC) | <input type="checkbox"/> Regional At-Large Organizations (RALOs) |
| <input type="checkbox"/> Country Code Names Supporting Organization (ccNSO) | <input type="checkbox"/> Root Server System Advisory Committee (RSSAC) |
| <input type="checkbox"/> Generic Names Supporting Organization (GNSO) | <input type="checkbox"/> Security and Stability Advisory Committee (SSAC) |
| <input type="checkbox"/> Global Domains Division (GDD) | <input type="checkbox"/> Special Interest Group |
| <input type="checkbox"/> Governmental Advisory Committee (GAC) | <input type="checkbox"/> Review Teams |
| <input type="checkbox"/> I* Organization | <input type="checkbox"/> Cross Community Working Groups |
| <input type="checkbox"/> Internet Engineering Task Force (IETF) | <input type="checkbox"/> Cross Community Working Parties |
| <input type="checkbox"/> Nominating Committee (NomCom) | <input type="checkbox"/> ICANN Board of Directors |
| | <input type="checkbox"/> Fellowship Program |
| | <input type="checkbox"/> NextGen@ICANN |
| | <input type="checkbox"/> ICANN Learn |
| | <input type="checkbox"/> Other: _____ |

7. How long have you been involved with ICANN?

- Under 6 months
- 6 months–1 year
- 1–2 years
- 2–5 years
- 5–10 years
- 10–15 years
- 15–20 years
- 20+ years
- Prefer not to say

8. Have you attended ICANN meetings? If so, how many?

- a. No
- b. Yes, 1
- c. Yes, 2
- d. Yes, 3

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- e. Yes, 4
- f. Yes, 5–10
- g. Yes, 10+
- h. Prefer not to say

Comments (optional):

1. Who would you nominate as a strong role model for gender diversity at ICANN?

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

If you have any further comments or questions, please contact us at: gendersurvey@icann.org.