

## IFLA Nominations and Elections 2025

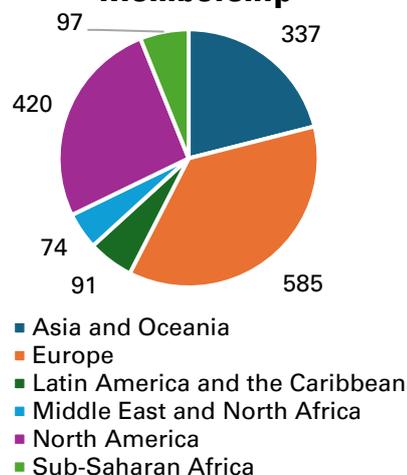
# Nominations, Voting and Outcomes: Regional and Membership Trends

This paper provides an overview of the data now available concerning regional diversity in all of the nominations (which members and affiliates proposed candidates), voting (which members and affiliates voted for candidates), and outcomes (the make up of committees in 2025-2027) for the IFLA elections in 2025. It also contains some insights into the nominations and voting behaviour of different types of IFLA member.

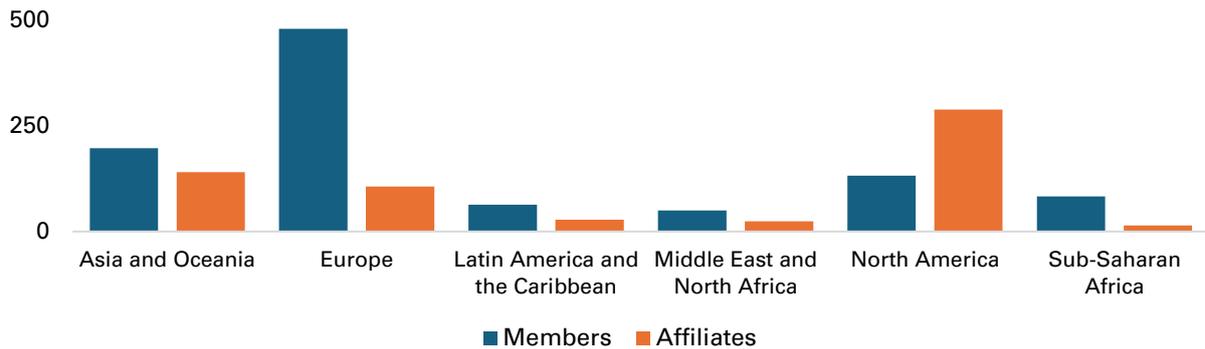
As a reminder (Graph 1), IFLA's overall membership is provided on the right. Europe has the largest single number of members (585), followed by North America (420) and Asia-Oceania (337). The other regions – Latin America and the Caribbean (LAC), Middle East and North Africa (MENA), and Sub-Saharan Africa (SSA) all have fewer than 100 members.

We can also break these figures down between full members and affiliates. Both can nominate for roles in IFLA elections (broadly speaker), but affiliates have fewer voting rights. Graph 2 does this, with blue bars representing numbers of members, and the orange ones the number of affiliates. From this, we can see that in most regions, there are more members than affiliates, but the reverse is true of North America. Indeed, there are fewer North American members than there are Asia-Oceania ones.

**Graph 1: Regional Breakdown of IFLA Membership**



**Graph 2: Regional Members and Affiliates**



This data allows us to explore the answers to questions such as:

- How far are the rights to nominate and vote in elections – which we assume is a key member benefit – being used?
- What can we tell about levels of engagement in different IFLA structures, based on nominating/voting behaviour?
- Insofar as we have a (regional) diversity issue, is this at the nomination or election stage?
- Are there particular groups – both among nominators/voters and among structures – where we may want to focus more?

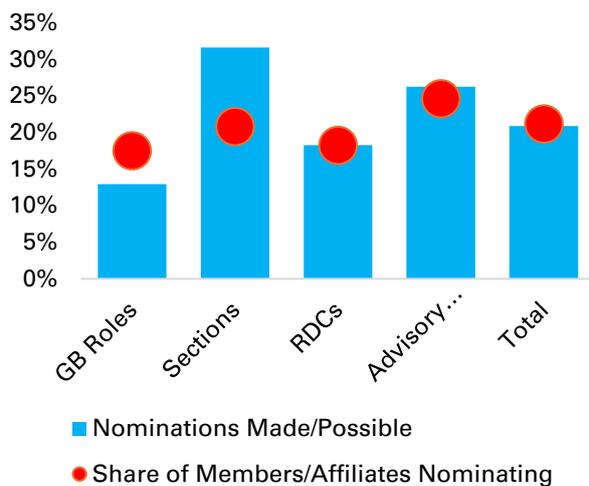
## Nominations

To look at nominations, we compared our information around who was eligible to nominate for different roles with anonymised data concerning who made nominations for different committee types.

The overall turnout rate for nominations was 21%, calculated as the share of competitions in which members could have nominated, and actually did so. This appears to be an increase on the 18% turnout calculated for 2023, but it is not certain that the data is comparable.

Within this, 1264 out of 1605 total members and affiliates – 79% of the whole – did not nominate anyone. In the meanwhile, another 14% nominated in some but not all contests for which they were eligible, and 7% made nominations for every single content in which they participated.

**Graph 3: Nomination rates by contest type**



Graph 3 shows the data for each type of role – those on the Governing Board (President-elect, Treasurer, Member at Large, Regional Council Chair), those on Sections, those on Regional Division Committees, those on Advisory Committees and Review Groups, and the total. There is data both for the total share of nomination possibilities taken up (nominations made/possible) and the total share of members or affiliates making at least one nomination (share of

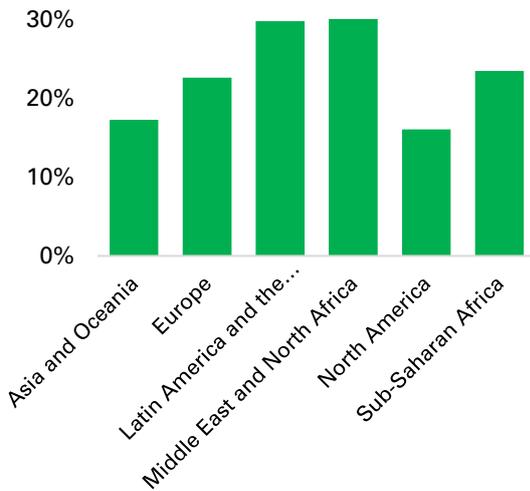
members/affiliates nominating).

From this we can see that GB roles saw the lowest share of nominations made compared to those which could have been made (13%). Nonetheless, 18% of IFLA members and affiliates nominated for at least one of these roles. The figures are 18% also for Regional Division Committees.

Meanwhile, the highest share of nominations made compared to those possible was for Sections – 32%. This is indeed higher than the share of members making at least one nomination (21%). This can be explained by Members and Affiliates who are registered to more than one Section making nominations for many or all of these.

The highest share of eligible members making at least one nomination was for Advisory Committees. It should be noted nonetheless that only associations and institutions can nominate for these roles.

**Graph 4: Nomination Rates by Region**

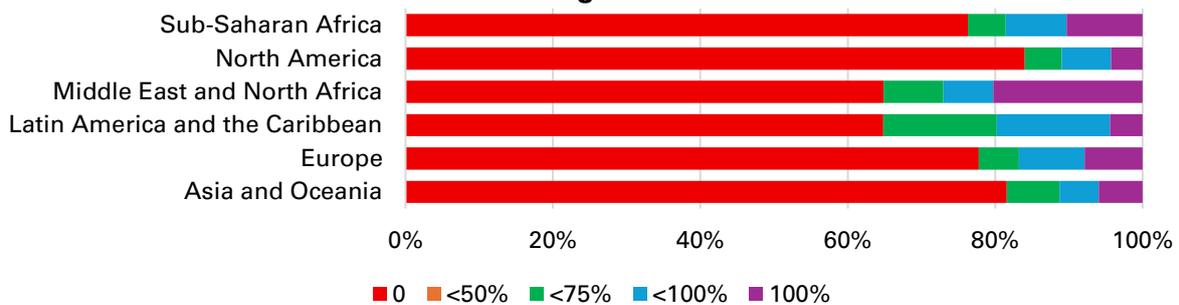


Turning to regional breakdowns, Graph 4 shows the total figures by region for the number of contests in which members and affiliates DID make a nomination divided by the number of contests where they COULD HAVE done so.

We see that LAC and MENA stand out with 30% nomination rates, followed by 24% for SSA, and 23% for Europe. Asia-Oceania at 17% and North America at 16% come last.

Graph 5 breaks this down further, showing the shares of members and affiliates using their full range of nomination possibilities. Around 35% of MENA and LAC members make at least one nomination, and indeed most of these (20% of the total) make nominations to all available roles. While only 25% of Sub-Saharan African members and affiliates make at least one nomination, 10% do at least take every opportunity to nominate.

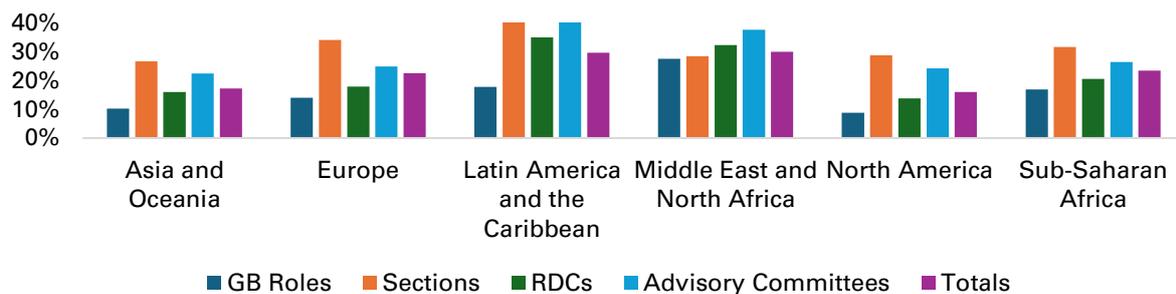
**Graph 5: How far members and affiliates used their nomination rights**



In contrast, only around 17% of North American and 18% of Asia-Oceania members make any nominations at all. Less than 5% of North American members make a nomination in every contest for which they could.

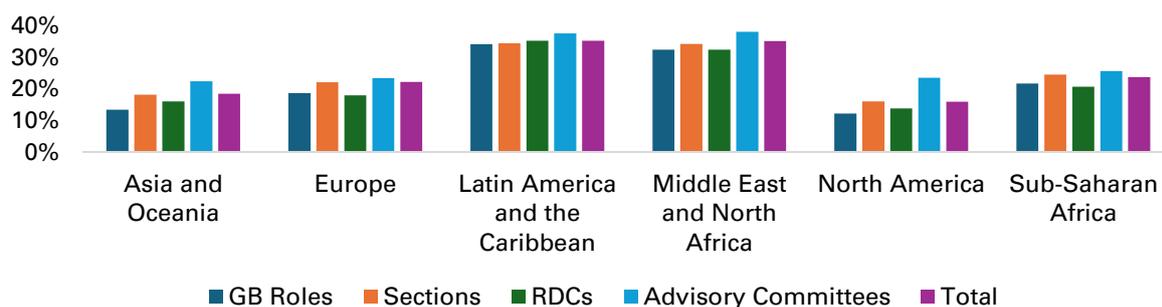
Turning to regional nominations rates for different types of role, Graphs 6 and 7 provide these, with Graph 6 showing the overall nomination rate (i.e. the number of contests where a nomination made compared to the total where this was possible), and the share of members or affiliates making at least one nomination.

**Chart 6: Share of nomination possibilities taken up (per role category)**



This allows us to see that, for example, Asia-Oceania and MENA members and affiliates made use of 10% or less of their possibilities to nominate for GB roles, while 28% of MENA ones did. The highest rate of take-up of nomination possibilities was for roles on sections in all regions except MENA (where this was for Advisory Committees), while in LAC, Advisory Committees were equally popular.

**Graph 7: Shares of members/affiliates making at least one nomination (per role category)**



Meanwhile, as shown in Graph 8, the highest shares of members making at least one nomination for each type of role were (as highlighted above) for LAC and MENA. In both cases, Advisory Committees saw the highest rates, followed by RDCs in LAC and Sections in MENA. In other regions, Advisory Committees were also the most likely committee type to receive nominations. GB roles were

the least likely to see nominations in all other regions, except SSA, where it was RDCs – only 22% of members made at least one nomination there.

Finally, we can look at individual roles and the shares of members and affiliates making a nomination, shown in Table 1 below.

**Table 1: Nomination Rates per GB role**

	Asia-Oceania	Europe	LAC	MENA	North America	SSA	Total
President	11%	16%	33%	30%	10%	19%	15%
Treasurer	11%	15%	15%	26%	8%	14%	13%
Member-at-Large	11%	15%	12%	24%	11%	21%	14%
RC Chair	9%	10%	11%	31%	7%	14%	10%

This shows that 15% of IFLA members and affiliates made a nomination for President, ranging from 33% of LAC and 30% of MENA ones, down to 10% for North America and 11% for Asia-Oceania. Nominations for Members at Large came next, with 14% of all members and affiliates making these. MENA came top with almost a quarter of members making a nomination, but only 11% of Asia-Oceania and North Americans did so. There was a similar story for the role of Treasurer, while figures tended to be lower for the Regional Council Chair role.

Among the Regional Division Committees (RDCs), as shown in Table 2, LAC saw the highest share of members and affiliates nominating – over a third in total, followed by LAC and MENA. North America scored lowest at 1 in 7 members and affiliates making a nomination.

**Table 2: Nomination Rates per RDC**

RDC	Nomination Rate
LAC	35%
MENA	32%
SSA	21%
Europe	18%
Asia and Oceania	16%
North America	14%

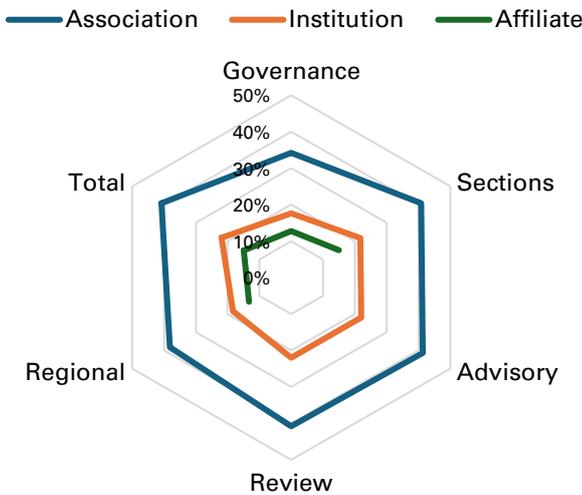
Table 3 (below) shows the data for each Section, ordered from the highest to the lowest share of registered members and affiliates using the opportunity to vote. The Literacy and Reading, Libraries Serving Persons with Print Disabilities, and News Media Sections all saw nominations from 50% or more of their registered members, while only 1 in 5 of those members registered to the Academic and Research Libraries and Art Libraries Sections made a nomination.

**Table 3: Nomination Rates per Section**

<b>SECTION</b>	<b>NOM RATE</b>	<b>SECTION</b>	<b>NOM RATE</b>
<b>Literacy and Reading</b>	52%	<b>Audiovisual and Multimedia</b>	33%
<b>Libraries Serving Persons with Print Disabilities</b>	51%	<b>Cataloguing</b>	33%
<b>News Media</b>	50%	<b>Government Libraries</b>	33%
<b>Reference and Information Services</b>	48%	<b>Subject Analysis and Access</b>	33%
<b>Environment, Sustainability and Libs</b>	46%	<b>Education and Training</b>	32%
<b>Bibliography</b>	45%	<b>Knowledge Management</b>	32%
<b>Library Theory and Research</b>	43%	<b>Information Literacy</b>	30%
<b>Local History and Genealogy</b>	43%	<b>Libraries for Children and Young Adults</b>	29%
<b>Management of Library Associations</b>	42%	<b>Indigenous Matters</b>	29%
<b>Multicultural Populations</b>	40%	<b>Rare Books and Special Collections</b>	29%
<b>Statistics and Evaluation</b>	39%	<b>Acquisition and Collection Development</b>	27%
<b>Metropolitan Libraries</b>	38%	<b>Information Technology</b>	27%
<b>Document Delivery and Resource Sharing</b>	36%	<b>Science and Technology Libraries</b>	26%
<b>Serials and Other Continuing Resources</b>	36%	<b>Public Libraries</b>	26%
<b>Management and Marketing</b>	35%	<b>Social Science Libraries</b>	24%
<b>Preservation and Conservation</b>	35%	<b>IFLAPARL</b>	24%
<b>Library Buildings and Equipment</b>	35%	<b>Health and Biosciences Libraries</b>	24%
<b>National Libraries</b>	35%	<b>Law Libraries</b>	23%
<b>School Libraries</b>	34%	<b>Government Information and Official Publications</b>	23%
<b>Equitable and Accessible Library Services</b>	34%	<b>Academic and Research Libraries</b>	20%
<b>CPDWL</b>	34%	<b>Art Libraries</b>	20%

Finally, we can look at the shares of different types of IFLA members – associations, institutions, and affiliates – who voted. Graph 8 gives an overview of the shares of each type of member who made at least one nomination in each category. We can see already a significantly higher share of associations using their rights to nominate – 41% in total, with the same share also putting forward at least one candidate for a Section, an Advisory Committee, and a Review Group, and 39% proposing someone for a Regional Division Committee.

**Graph 8: Shares of different types of IFLA member making at least one nomination**



Institutions come next, with 22% making at least one nomination, and again, of these, 22% also made at least one nomination to a Section, an Advisory Committee, and a Review Group, and 18% to a Regional Division Committee. Finally, Affiliates were least likely to make nominations – just 15% of them did so overall.

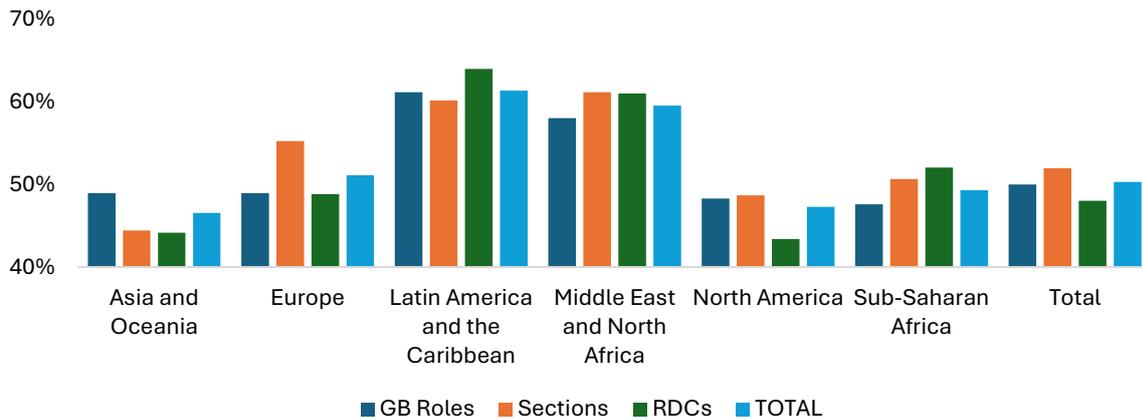
## Elections

In IFLA’s elections, Members can vote roles on IFLA’s Governing Board, their relevant Regional Division Committee, and on the Sections to which they are registered (if there is an open election – this was the case for 24 Sections this year). Affiliates can vote for the Chair of the Regional Council, as well as their Regional Division Committee and on the Sections to which they are registered. The analysis in this section looks at how far they took up these possibilities.

The overall turnout rate – i.e. the number of members and affiliates who voted in each of the contests where they could vote divided by the number of contests in which they could have voted – was 50.2%. The total share of members and affiliates who voted at least once was slightly higher, at 51%.

Graph 9 offers a breakdown of this data by role type (again – those on the Governing Board, Sections and Regional Division Committees – Advisory Committees are appointed by the Governing Board).

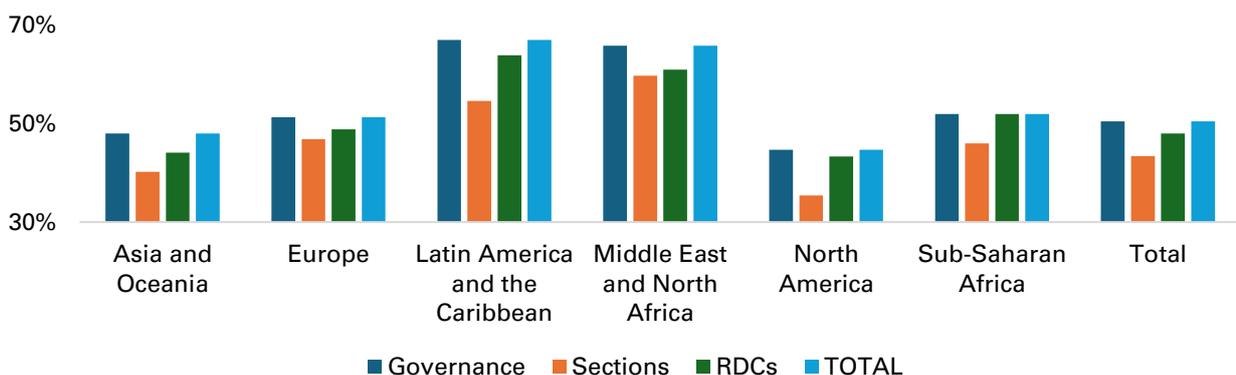
**Graph 9: Share of voting opportunities taken up by region and role type**



Looking at the global figures ('total' on the right), it was in section elections that the highest share of voting opportunities was taken up by members and affiliates – 52%. 50% of voting opportunities for GB roles were used, and 48% of those for Regional Division Committees.

It is also clear that overall, LAC and MENA members and affiliates were most likely to use voting opportunities, with LAC members and affiliates most likely to vote in Regional Division Committee elections (64%) and slightly less likely to do so in section elections (60%). MENA members and volunteers were equally likely to vote in section and RDC elections (61% each). Asia-Oceania had the lowest figures, with 47% overall, ranging from 49% for GB roles to 44% for RDCs. The lowest turnout overall was 43% - for the North American Regional Division Committee.

**Graph 10: Shares of members/affiliates voting for at least one position by region and role type**

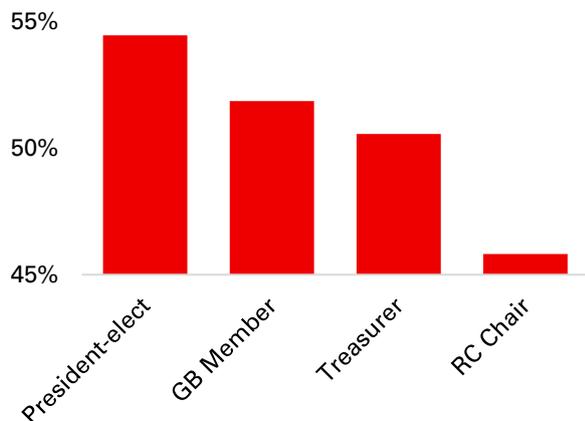


Graph 10 looks rather at the share of members voting at least once for different role types. Here, we can see that 51% of all members and volunteers voted for at least one role on the Governing Board, while 48% did for RDCs and just 43% did for roles on sections. The difference between the figures in Graphs 8 and 9 can be explained by those members who did vote doing so across a fuller range of the sections to which they are registered.

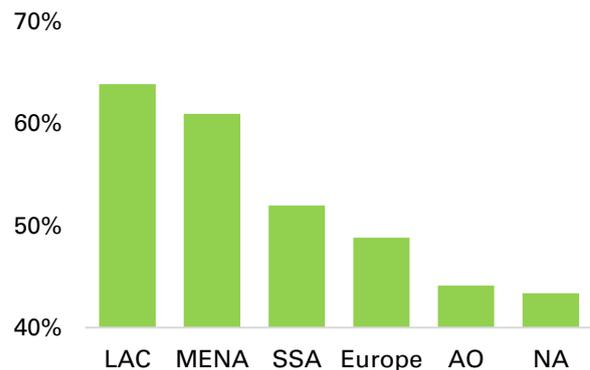
Across the regions, 67% of LAC and 66% of MENA members and affiliates voted at least once. In both cases, they were most likely to vote for roles on the Governing Board followed by those on Regional Division Committees, and finally for elections to sections. The same pattern appears across other regions, although with lower figures – 52% of Sub-Saharan African, 51% of European, 48% of Asia-Oceania and 45% of North American members and affiliates voting at least once.

Graphs 11 and 12 show the data for each individual contest:

**Graph 11: Turnout for Governing Board Roles**



**Graph 12: Turnout for RDCs**

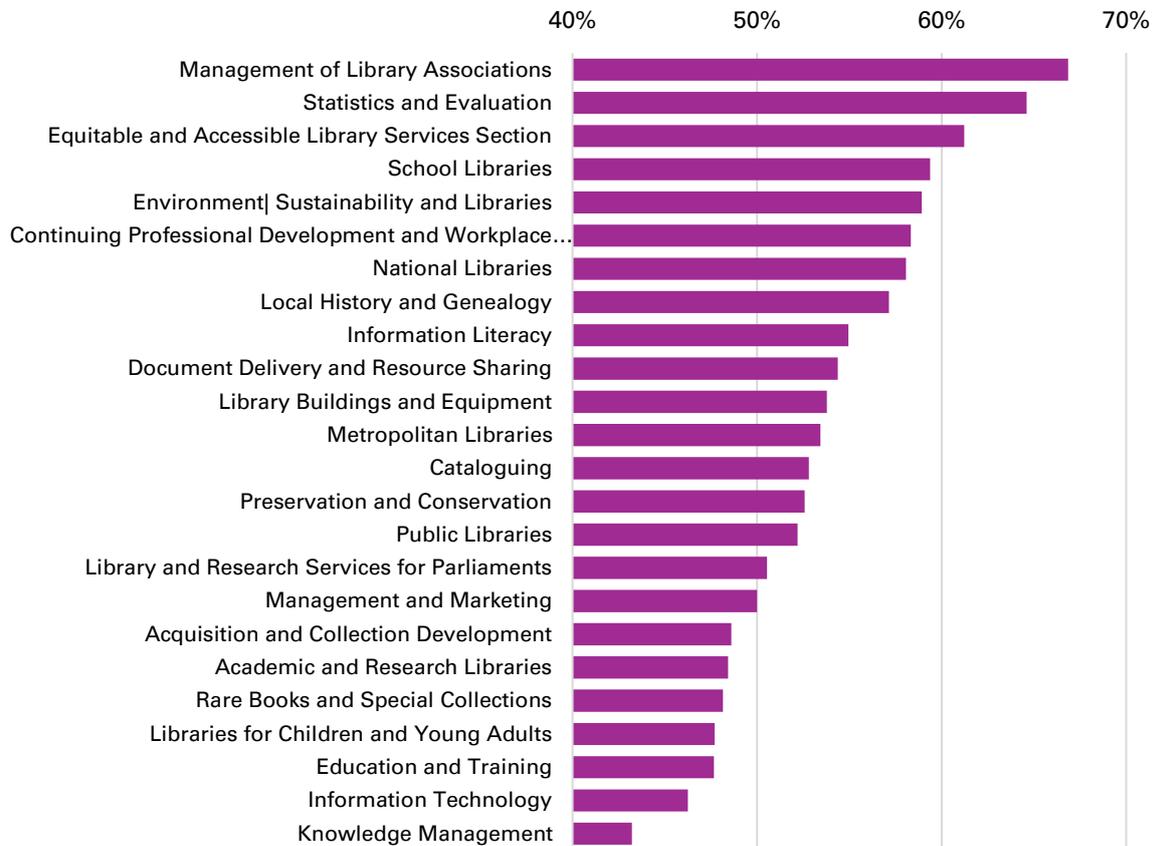


Perhaps unsurprisingly, the election in which most members took part was for the President-elect (54%), followed by that for Governing Board Members at Large (52%) and Treasurer (51%). 46% cast a vote for the Regional Council Chair. Meanwhile, the Latin American and Caribbean Regional Division Committee saw the highest turnout (64%), followed by MENA (61%). Asia-Oceania and North America both saw lower than 45% turnout.

Graph 13 provides data around the turnout in the 24 elections which took place for IFLA Sections (i.e. where there were more candidates than available positions). Figures ranged from 67% for the Management of Library Associations Section to 42% for the Knowledge Management Section. The

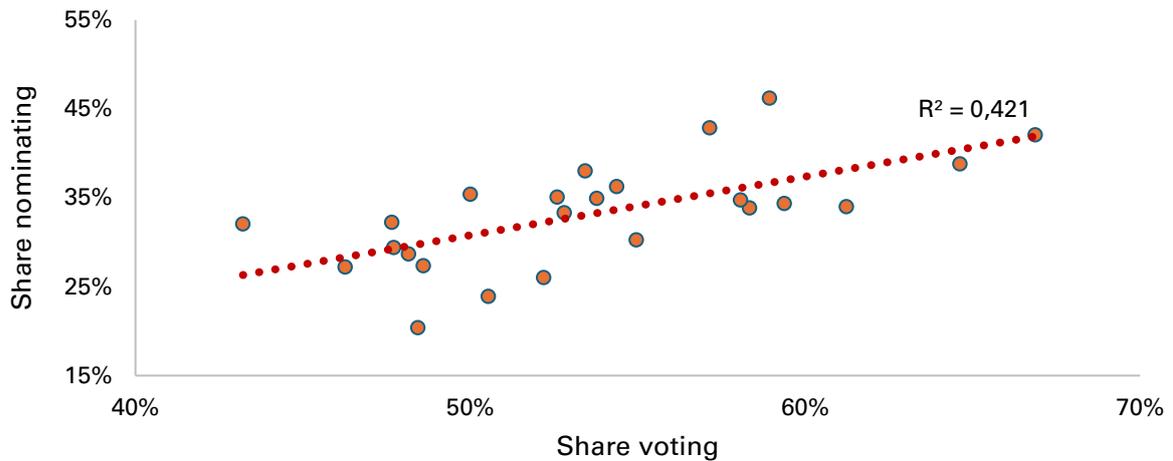
Statistics and Evaluation and Equitable and Accessible Library Services Sections also had a turnout of over 60%.

**Graph 13: Turnout in Section elections**



It is interesting to look quickly at the relationship between shares of members and affiliates voting, and the shares nominating. Graph 14 does this, setting out that there is indeed a connection between levels of engagement in nomination and voting, but that this is perhaps not as strong as might be expected – the R<sup>2</sup> value, which indicates how much variation between figures can be explained by one factor is only 0.421, suggesting that other issues may be at play.

**Graph 14: Correlation between voting and nomination shares**

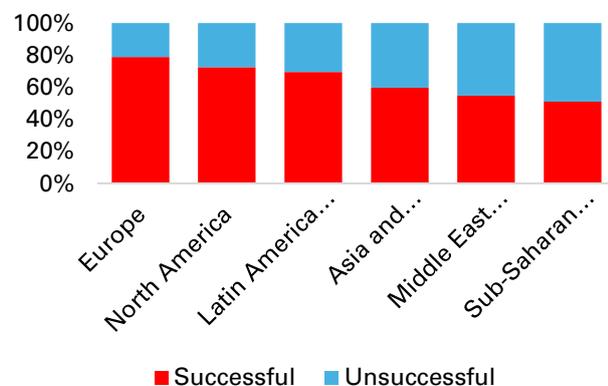


For example, the Academic and Research Libraries, IFLAPARL, Public Libraries and Equitable and Accessible Library Services Sections all have a relatively low share of members voting compared to the share nominating for roles. In contrast, the Environment, Sustainability and Libraries, Local History and Genealogy, Knowledge Management and Metropolitan Libraries have a relatively high turnout for their elections when considering the number of members nominating.

With nomination and election behaviour a potential indicator of engagement, it may be valuable to explore how to encourage higher levels of engagement, as well as to look at what might explain differences between voting and nominating behaviour.

We can look at the shares of successful and unsuccessful candidates per region. This is given in Graph 15a and excludes candidates who withdrew. The data is organised from the region with the highest success rate for candidates to that with the lowest.

**Graph 15a: Shares of Successful/Unsuccessful Candidates Per Region**

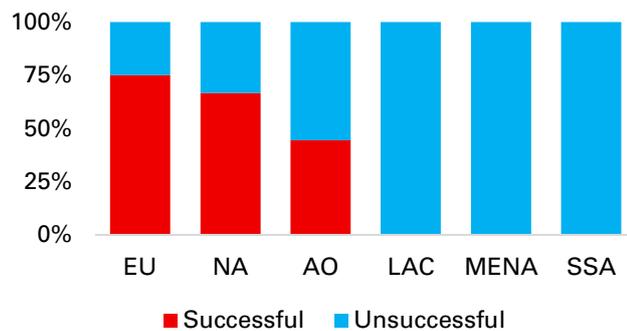


European candidates were most likely to be elected – almost 4 out of 5 won the role they stood for. North America came second at

72%. Sub-Saharan African candidates were least likely to be elected (only 51%), followed by those from the Middle East and North Africa at 55%.

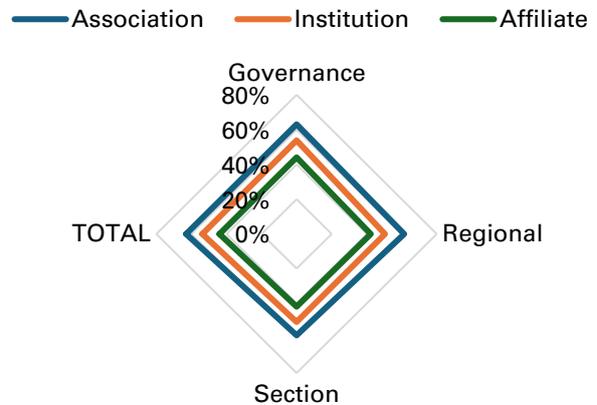
We can also look more specifically at the success rates for Governance Committees (excluding the Regional Council) in Graph 15b. This sets out that  $\frac{3}{4}$  of European and  $\frac{2}{3}$  of North American candidates were successful, and 44% of those from Asia Oceania. However, LAC (0 out of 1 candidate), MENA (0 out of 3) and Sub-Saharan Africa (0 out of 3) all had a 0% success rate.

**Graph 15b: Shares of Successful/Unsuccessful Candidates for Governance Committees (GB, PC) per region**



Finally, looking at voting rates by type of member, Graph 16 provides an overview. Once again, associations are clearly the most engaged, with 63% voting in at least one contest across IFLA as a whole, with the same share voting in a Governing Board election, 61% in a Regional Division Committee election, and 58% in a Section election. Institutions came next, with a 54% share casting at least one vote, and affiliates last, with 44% casting at least one vote.

**Graph 16: Voting rates (per type of contest and member)**



## Election Results

In this final section, we look at the regional diversity of the groups of people who will serve on IFLA’s different committees in 2025-2027. Here we can compare with the data for 2023-2025 as a baseline.

To do this, we use the Herfindahl-Herschman index. This is typically a way of calculating market concentration for the purposes of competition analysis, but here allows us to put a figure to the level of diversity. With six different regions,

scores will range from 0.167 (equal numbers of committee members from each region) to 1 (all committee members from one region).

In the table below, we provide figures therefore for both the 2023-2025 and 2025-2027 terms. These are calculated to take account also of the impact of the deliberate cooption of members in order to ensure diversity (with = including members coopted for diversity under previous terms, without = not including them). This of course does not take account of members co-opted for diversity under this term, meaning that ultimately volunteer groups may get more regionally diverse.

**Table 4: Regional Diversity of IFLA Units by Type**

	2023-2025		2025-2027			
	With Co-option	Without Co-option	With Co-option		Without Co-option	
<b>All Volunteers</b>	0.226	0.238	0.227	→	0.232	↑
<b>Governance (GB, PC, RC)</b>	n/a	0.224	n/a		0.293	↓↓↓
<b>Sections</b>	0.240	0.261	0.237	→	0.244	↑
<b>SIGs</b>	0.237	0.236	n/a		0.292	↓↓↓
<b>Advisory Committees</b>	0.195	0.203	n/a		0.205	→
<b>Review Groups</b>	0.365	0.420	n/a		0.339	↑↑

*Legend:* → = a change of less than 0.005. ↑ or ↓ = a change of between 0.005 and 0.05. ↑↑ or ↓↓ = a change of more than 0.05

The headline from here is that the **overall regional diversity of IFLA’s volunteer community** has remained pretty constant (0.226 in 2023, 0.227 in 2025).

However, a more positive story is that once the effect of co-option under previous terms is removed, there has been an improvement in diversity (0.238 to 0.232). Furthermore, we can expect that once co-option for diversity takes place again, we will see a further improvement in regional diversity.

IFLA’s **Governance Committees** have, however, become significantly less diverse (dropping from 0.244 to 0.293). In 2025, they will be the second least regionally diverse type of unit after Review Groups.

Looking at **Sections**, the story is positive – the score has gone from 0.2404 to 0.2367. There is a similar story once the effects of co-option under previous terms is removed.

The news is less good on **Special Interest Groups**, where there is now less diversity, going from 0.2373 to 0.2921. An interesting point is that the process of co-option for diversity actually made SIGs less diverse in the 2023-2025 term.

Among **Advisory Committees**, there has been a decline in diversity (from 0.195 to 0.2049), although this is before cooption for diversity in particular in the Open Science and Scholarship Advisory Committee. The figure for diversity now is similar to that before the cooption of members for diversity last term (0.2032)

Finally, **Review Groups** have become more diverse, going from 0.3649 (and 0.42 before cooption) to 0.3388 now.

We can also look at the number of countries represented across our community as a whole, and our different types of unit. This is shown in the table below. To note, data for our Governance committees does not include that for the Regional Council, or the chair of the Management of Library Associations Section as this information is not yet known.

**Table 5: Countries Represented on IFLA Units**

	2023-2025		2025-2027	
	With	Without	With	Without
<b>All Volunteers</b>	124	120	121	117
<b>Governance (GB, PC)</b>	n/a	13	n/a	13
<b>Sections</b>	92	84	100	93
<b>SIGs</b>	40	38	n/a	31
<b>Advisory Committees</b>	31	26	n/a	28
<b>Review Groups</b>	26	24	n/a	11

Overall, we have seen a small fall in the number of countries represented amongst our volunteer community, going from 124 to 121. The shift is the same if we discount people coopted for diversity in previous terms. However, there is still the possibility that, with cooption, we can achieve broader coverage than last term.

In our **Governance committees**, the number of countries represented is stable at 13. Within this, the number of countries on the Governing Board has fallen from 10 to 8, the number on the Professional Council has grown from 5 to 8.

Among **Sections**, there has indeed been an improvement, with 100 countries now represented, up from 92 in the last term. Indeed, even when members previously co-opted for diversity are discounted, there is still a greater spread now than before.

The story is different among **Special Interest Groups**, where the number of countries represented has fallen from 40 to 31, while on **Advisory Committees** it has dropped from 31 to 28, and on **Review Groups**, from 26 to 11. There may well need to be a strong focus on co-option to address these issues.

Finally, we can look at the number of regions represented on each (type of) Committee.

Firstly, Table 6 shows the number of regions represented on each of our **Governance committees**. This shows stability in the number of regions on the Professional Council (3 – Asia-Oceania, Europe and North America), but a fall in that on the Governing Board, from 5 to 3 (also Asia-Oceania,

Europe and North America). The Regional Council is structured in such a way as to ensure that there are always 6 regions represented.

**Table 6: Regions Represented on Governance Committees**

	2023-2025	2025-2027
Governing Board	5	3
Professional Council	3	3
Regional Council	6	6

Turning to our Sections, this data is shown in Table 7.

This is organised slightly differently to the table above, and shows a slight worsening compared to the previous term once members co-opted under the previous term are taken into account (with one

fewer Section having 5 regions represented, and one more having just 3).

However, we can see the positive impact of co-option in the 2023-2025 term, and so can hope that we will see better results subsequently. More positively,

**Table 7: Regions Represented on Sections**

# Regions	2023		2025	
	With	Without	With	Without
6	12	4	12	10
5	20	18	19	17
4	10	15	10	12
3	0	5	1	2
2	0	0	0	1
1	0	0	0	0

there has been a general improvement in the number of regions represented on Sections once we discount co-opted members.

Looking then at **Special Interest Groups**, in Table 8, there is more work to do through co-option in order to ensure there is greater regional diversity. There are currently no SIGs with all 6 regions represented, and 1 entirely made up of volunteers from only one region.

**Table 8: Regions Represented on Special Interest Groups**

# Regions	2023	2025
6	1	0
5	3	3
4	3	2
3	3	1
2	1	1
1	0	1

With **Advisory Committees** (Table 9), there has also been a fall in the numbers with more regions represented, but there is still the possibility to improve things through co-option, notably with the Open Science and Scholarship Advisory Committee

**Table 9: Regions Represented on Advisory Committees**

# Regions	2023	2025
6	2	1
5	2	1
4	1	1
3	0	2
2	0	0
1	0	0

Finally with **Review Groups**, there is again a drop in the number of committees with more regions represented, starting already from a relatively low base.

**Table 10: Regions Represented on Review Groups**

# Regions	2023	2025
6	0	0
5	0	0
4	2	0
3	1	3
2	1	1
1	0	1

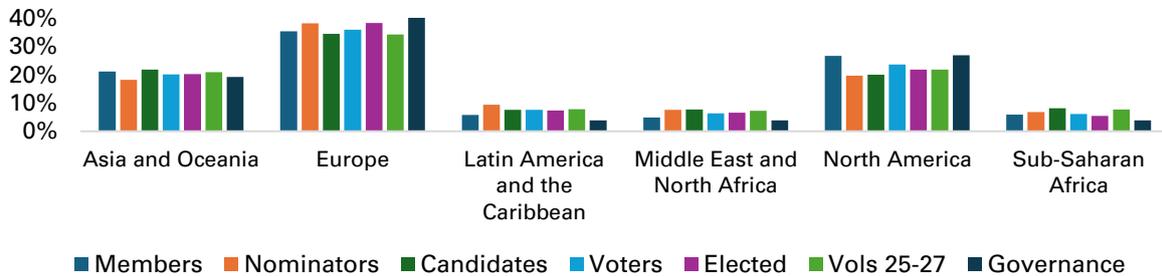
## Conclusions

This quick analysis of the data both provides some positive stories about how far IFLA's elections have allowed us to strengthen the regional diversity of our volunteer groups. There are positives, notably with the increased diversity of our Sections (both in terms of overall diversity and countries represented), but also areas for improvement in the number of groups with most or all regions represented.

Looking back at nominations and elections data, we see a particularly strong level of engagement by regions that are traditionally under-represented, but at

the same time these same regions can be most at risk of seeing their candidates fail to get elected.

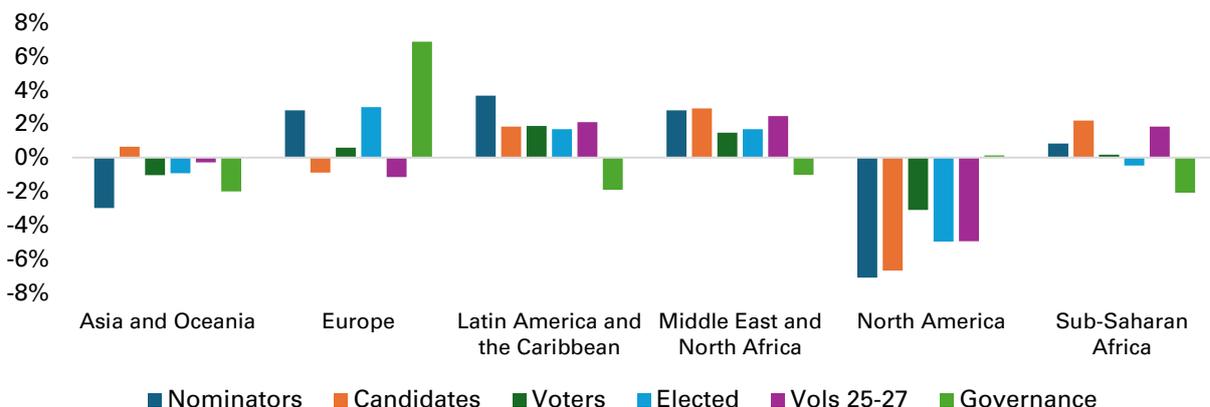
**Graph 17a: Shares of...**



Graph 17a provides a summary of all of the data shared here, with the shares of members, nominators, candidates, voters, elected individuals, total volunteers in the 2025-27 mandate, and members of IFLA’s governance committees in 2025-27. Already, the high share of Europeans across all categories is clear, followed by North America and Asia-Oceania.

Graph 17b takes the same data, but looks at the differences in shares of nominators, candidates, voters, elected individuals, total volunteers in the 2025-27 mandate, and members of IFLA’s governance committees in 2025-27 compared to total share in membership.

**Graph 17b: Shares of... (compared to share of membership)**



This gives us a strong insight into relative levels of engagement and success in getting elected. Asia-Oceania, for example, is under-represented in all categories (except the number of eligible candidates) compared to its share of

membership. Europe, in contrast, is over-represented in all categories (and in particular in members of IFLA's governance committees) except for the share of total candidates, and the share of volunteers on all of IFLA's committees from 2025-27.

Latin America and the Caribbean and the Middle East and North Africa have a similar story to tell – in both cases there are higher shares of the totals across almost all categories, except for roles on IFLA's governance committees. Sub-Saharan Africa is a little more mixed – a higher than average share of members nominated and voted, and there was also a higher share of eligible candidates per member. The region had a lower share of elected individuals, but thanks to ongoing volunteers from the previous mandate, still have a higher share of overall volunteer roles than they have of membership.

North America stands out for having a lower share of all of nominators, candidates, voters, elected individuals, and total volunteers in the 2025-27 mandate. However, its share of roles on IFLA's governance committees remains in line with its share of members.

In addition to the questions each of these results raise, together they also point – critically – towards the fact that the low share of LAC, MENA and Sub-Saharan African members in IFLA's total membership has a major impact on the representation of these regions in IFLA's work as a whole.

Finally, to return to the questions asked at the beginning:

*How far are the rights to nominate and vote in elections – which we assume is a key member benefit – being used?*

Only partially. Only 21% of our members and affiliates use the possibility to nominate, although this varies by member type and region. Around 50% use the possibility to vote, again with variation. Associations, as well as members in Latin America and the Caribbean and the Middle East and North Africa stand out for their engagement.

*What can we tell about levels of engagement in different IFLA structures, based on nominating/voting behaviour?*

The highest nomination rates per category of committee is for Sections followed by Advisory Committees. Some Committees manage a nomination rate of over 50% - i.e. more than half of their registered members nominate someone, while in others it's just 20%. As for voting, IFLA's Governance

committees get the highest turnout as a group, although there are higher voting rates for individual Sections and Regional Division Committees.

*Insofar as we have a (regional) diversity issue, is this at the nomination or election stage?*

The problem is more at the election stage, with much higher success rates for candidates from Europe and North America than for other regions.

*Are there particular groups – both among nominators/voters and among structures – where we may want to focus more?*

Particular areas of focus could possibly be engagement among North American members, and affiliates (and to some extent institutions). The most remarkable gap is between the high level of engagement in some regions, and the lower success rates in elections.

In terms of questions and themes for further research, this report could lead to the following:

- What affects IFLA members' and affiliates' level of engagement in different Section Standing Committees?
- What lies behind the strong level of engagement by some regions in nominations and elections, but then relatively poor overall results?
- What can we do to bring affiliates and institutions up to the same level of engagement in IFLA nominations and elections as associations?
- How can we use this data to support the process of co-option for diversity?
- Are there any implications from this data for IFLA's ongoing governance structure health check?
- What can we learn about the reasons for not engaging at all in the nominations and elections process, or of only using a share of the possibilities open?
- What explains differences in engagement between Regional Division Committees? Can we do anything about this?