Striving for a representative workforce through diversity, inclusion, and equity

Workplace diversity contributes to:
✓ Creativity
✓ Productivity
✓ Innovation

Companies in the top quartile for gender diversity and 15% or more likely and those in the top quartile for ethnic diversity are 35% more likely to have financial returns above their respective national industry medians.

WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION IT?

The overall composition and individual characteristics of a diverse higher ed (HE) IT workforce would be representative of the diversity found in the overall labor force. While diversity is a complex set of cultural, social, and ancestral variables, this snapshot is limited to age, ethnicity, and gender.

WHAT STRATEGIES CAN CREATE A MORE DIVERSE WORKFORCE?

Inclusion: Actively and intentionally engage in ongoing efforts to diversify the workforce.

Equity: Create opportunities where underrepresented groups can (and want to) participate in the workforce.

For more information and resources about the current state of the IT workforce, visit the IT Workforce in Higher Education, 2016, research hub (https://library.educause.edu/resources/2016/3/the-it-workforce-in-higher-education-2016) or the ECAR website (educause.edu/ecar).


HE IT workforce

The median age of HE IT professionals is 48 years, while the median age for the U.S. workforce is 44 years.

Nonwhite workers are underrepresented in the higher ed IT workforce when compared with the overall U.S. workforce: Nonwhite workers make up 15% of all positions in HE IT and 34% of the U.S. labor force.

But the HE IT workforce is more ethnically diverse than five years ago, especially in CIO positions:

<table>
<thead>
<tr>
<th>CIOs</th>
<th>Managers</th>
<th>Staff</th>
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<tbody>
<tr>
<td>12%</td>
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The proportion of women CIOs has become larger since 2010, but there is a smaller proportion of women IT managers and staff in higher ed than there was five years ago.

Across the higher ed IT workforce, men outearn women by (comparing median salaries)

$7,400

However, for the first time in ECAR workforce research history, female CIOs and managers outearn their male counterparts by $2,400 and $3,000, respectively.

The HE IT workforce is older than the U.S. labor force, perhaps as a result of a stronger tradition of employer retention. HE IT workers remain at their institutions more than two times longer than the typical U.S. worker stays with a single employer (median of 10 years versus 4.6 years).

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Further research is needed to understand how to attract a more diverse IT workforce, especially in CIO positions, and how to create an environment that promotes professional success and retention for both women and underrepresented minority groups.

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Sources:

Current Faces of the Higher Ed IT Workforce

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