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.

### Workplace Diversity

#### Ethnically Diverse Higher Education IT Workforce

- **Nonwhite Workers**: Represent 15% of the overall HE IT workforce, compared to 34% of the U.S. labor force.
- **Gender**: Women hold 29% of CIO positions, compared to 12% of male counterparts.

#### Age Composition

- **HE IT Workforce**: Median age is 48 years, compared to 42 years for the U.S. labor force.
- **Staff**: Median age is 43 years.

#### Gender Composition

- **HE IT Workforce**: 47% male, 34% female.
- **U.S. Labor Force**: 35% male, 41% female.

### Strategies for Inclusion

#### Equity

- **Create Opportunities**: Opportunities where underrepresented groups can (and want to) participate in the workforce.

#### Inclusion

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

### Resources

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

### Statistics

- **Salary Comparisons**: Male CIOs earn $7,400 more than female CIOs.
- **Career Tenure**: HE IT workers stay for 10 years compared to 4.6 years in the U.S. labor force.

### Conclusion

The overall diversity snapshot of the HE IT workforce is limited to age, ethnicity, and gender, but it provides insights into the composition and characteristics of the workforce, which can be used to inform strategies for further diversity and inclusion.