



MIAMI FL



SEPTEMBER 25-28

## Gender & Diversity in Information Security and IT

*It's All About Inclusion*

Mary Dunker, Helen Patton, Kimberly Milford,  
Theresa Semmens, Joanna Grama

## We Want to Hear From You!

There are note cards scattered around the room, and we would love to hear your comments on diversity & inclusion issues. Feel free to share your (anonymous) thoughts on the following:

- What your institution is doing to address diversity & inclusion (what works, what doesn't?)
- The biggest issue you face at work from a diversity & inclusion perspective
- Tips for dealing with micro-aggressions
- A time that you felt really supported at work (from a diversity & inclusion perspective)
- A time that you supported someone at work (from a diversity & inclusion perspective)

*We hope to write a blog in the next month, sharing our thoughts from this session and tips from your note cards.*



## Today's Speakers

- Mary Dunker, Virginia Polytechnic Institute and State University
- Helen Patton, The Ohio State University
- Kimberly Milford, REN-ISAC
- Theresa Semmens, North Dakota State University - Main Campus
- Joanna Grama, EDUCAUSE (moderator)



# EDUCAUSE Center for Analysis and Research 2016 IT Workforce Research

From EDUCAUSE, The IT Workforce in Higher Education (2016): <https://library.educause.edu/resources/2016/3/the-it-workforce-in-higher-education-2016>



# 2016 EDUCAUSE Research on the IT Workforce



Workplace diversity contributes to:

- ✓ **Creativity**
- ✓ **Productivity**
- ✓ **Innovation**

Companies in the top quartile for **gender diversity** are **15%** 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.



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# 2016 EDUCAUSE Research on the IT Workforce

**gender** *Women are underrepresented in the higher ed IT workforce* when compared with the overall U.S. labor force:

## HE IT workforce



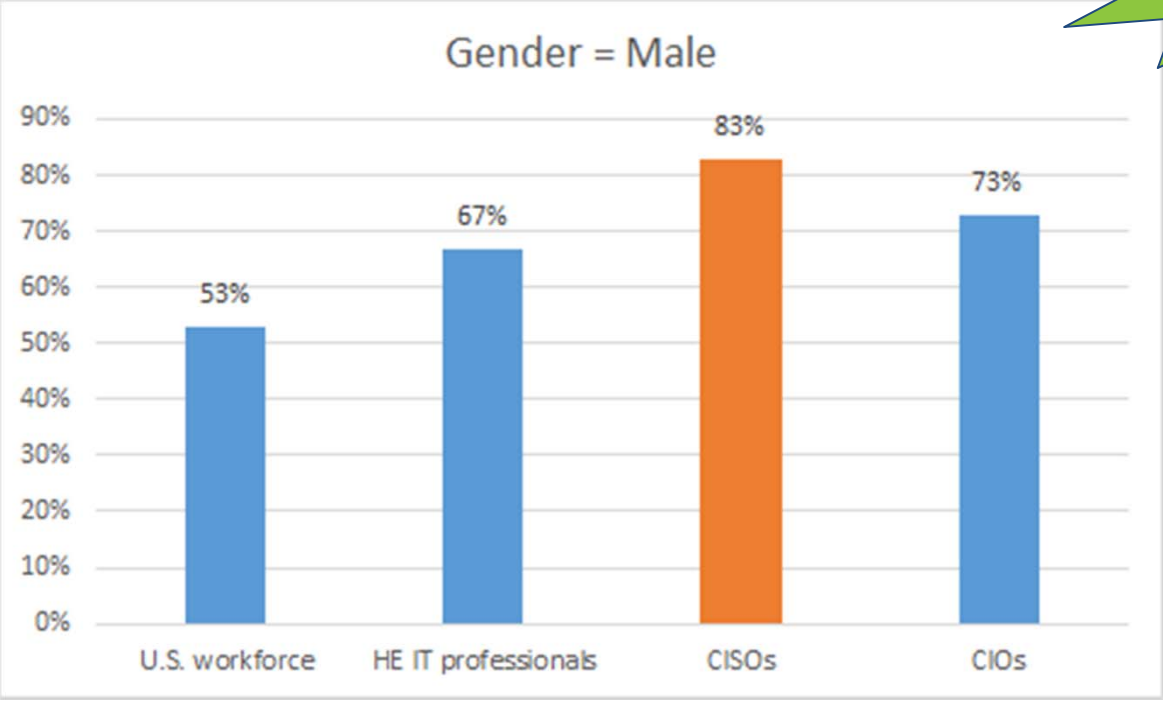
## U.S. labor force



*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.



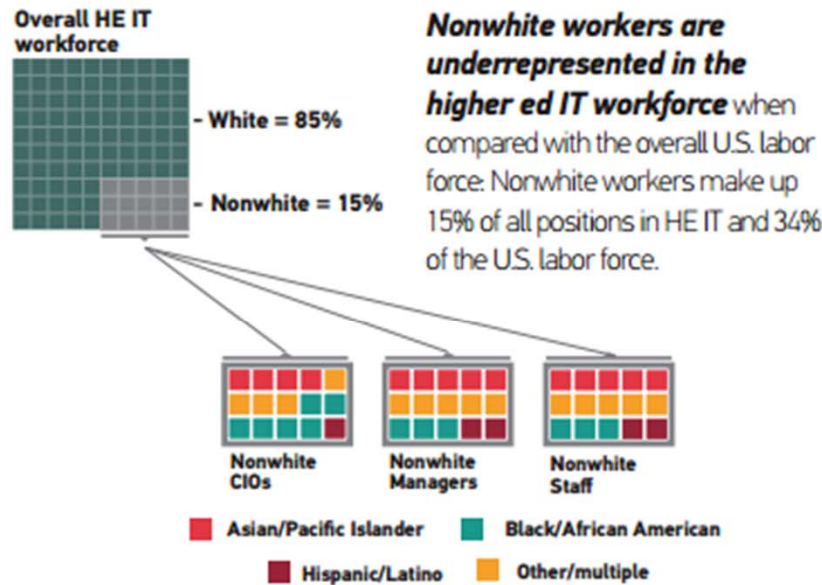
# 2016 EDUCAUSE Research on CISOs



ECAR CISO Survey Research Report, Forthcoming 2016 Q4

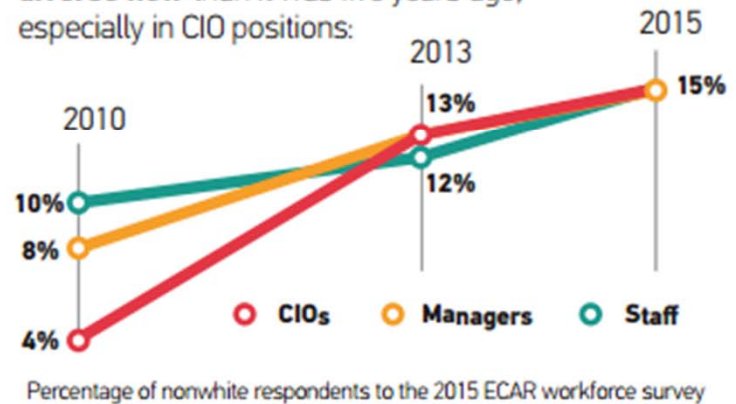


# 2016 EDUCAUSE Research on the IT Workforce



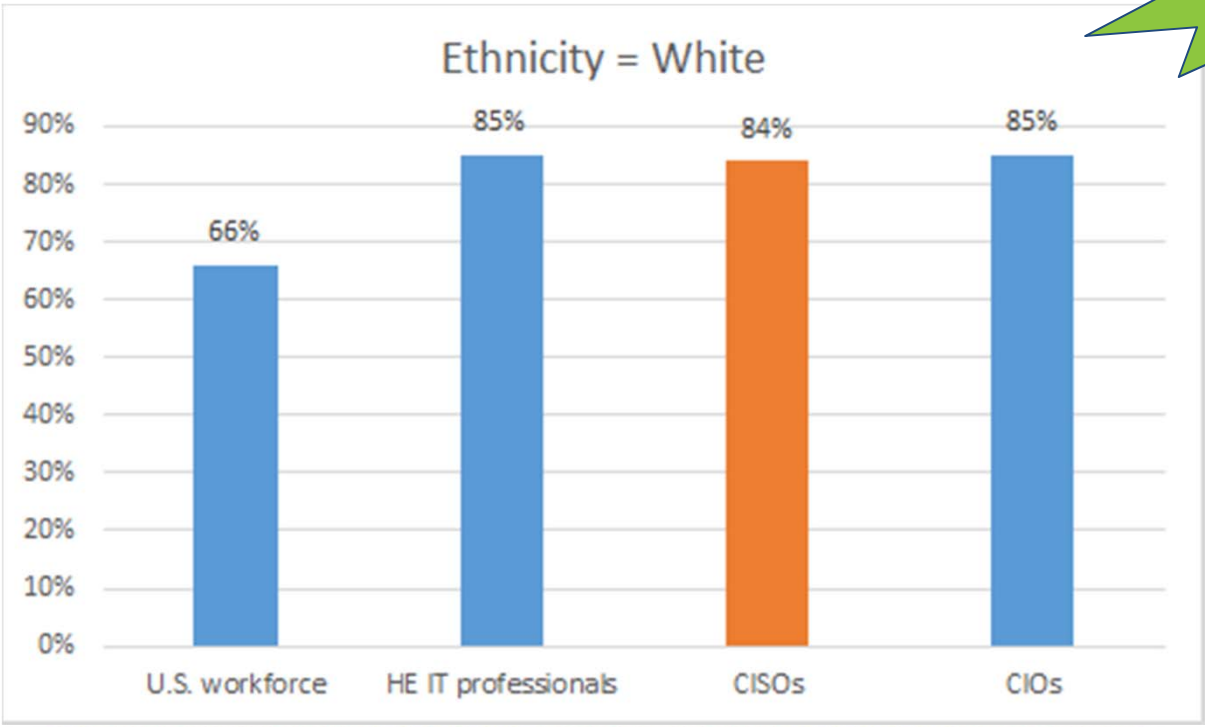
## ethnicity

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





# 2016 EDUCAUSE Research on CISOs



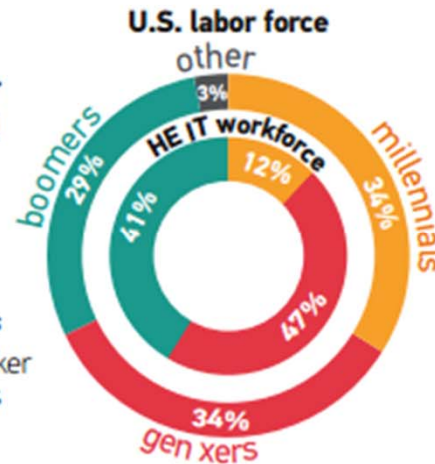
ECAR CISO Survey Research Report, Forthcoming 2016 Q4



# 2016 EDUCAUSE Research on the IT Workforce

**age** *Young professionals are underrepresented in the higher ed IT workforce* when compared with the overall U.S. labor force:

The HE IT workforce is older than the U.S. labor force, perhaps as a result of a stronger tradition of employee 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).

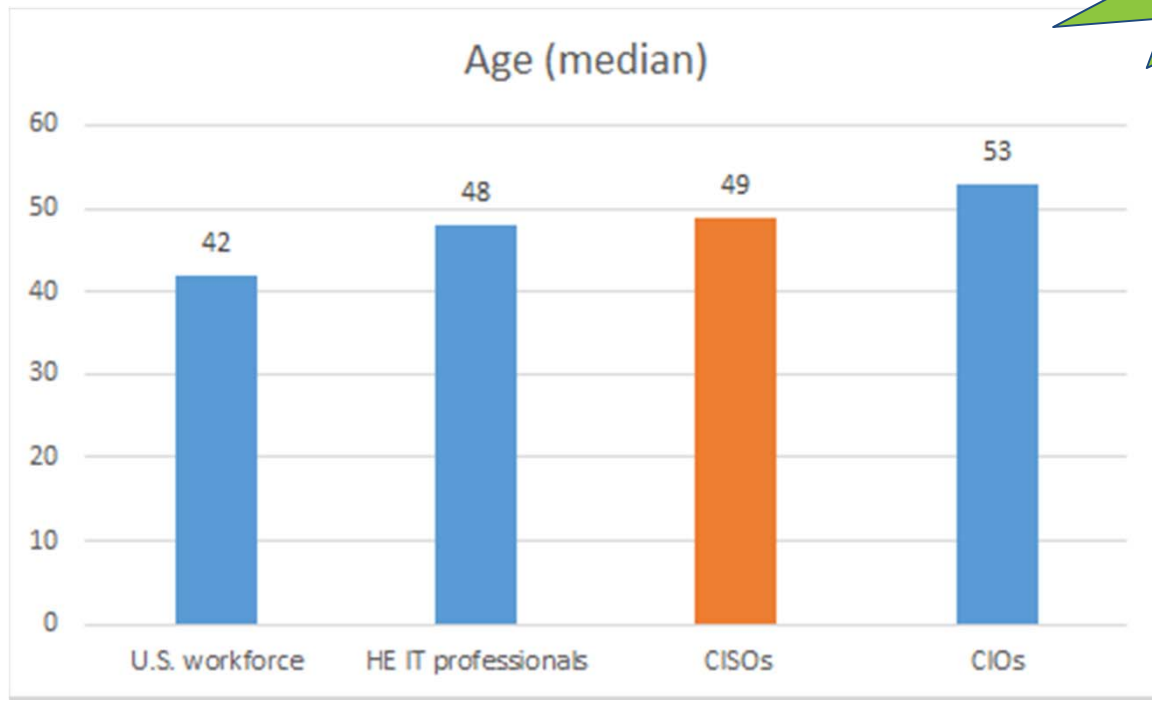


The median age of HE IT professionals is 48 years, while the median age for the U.S. workforce is 42 years.

### Median age of the HE IT workforce

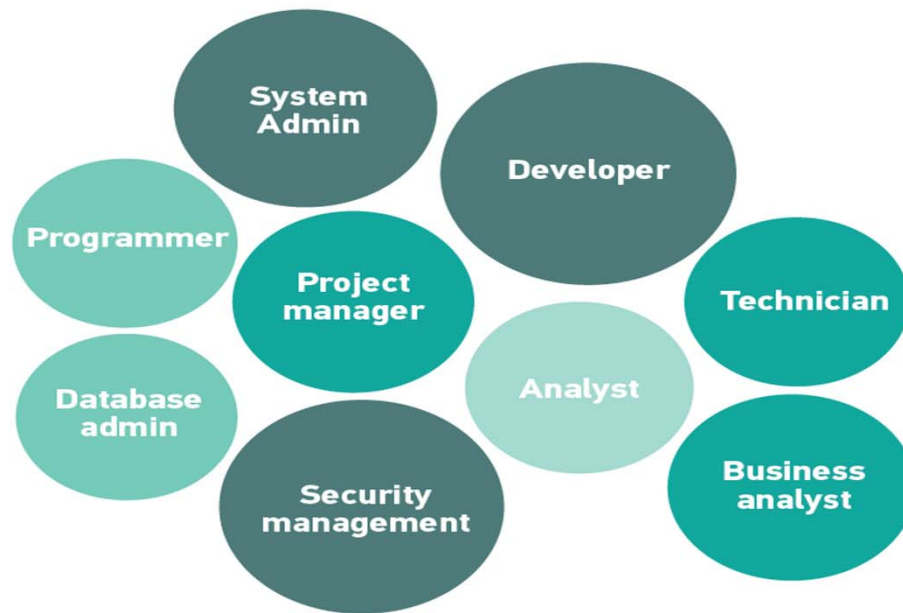
<b>CIOs</b>	<b>53</b>
<b>Managers</b>	<b>48</b>
<b>Staff</b>	<b>43</b>

# 2016 EDUCAUSE Research on CISOs



ECAR CISO Survey Research Report, Forthcoming 2016 Q4

# Higher Ed IT Positions in Short Supply (generally)



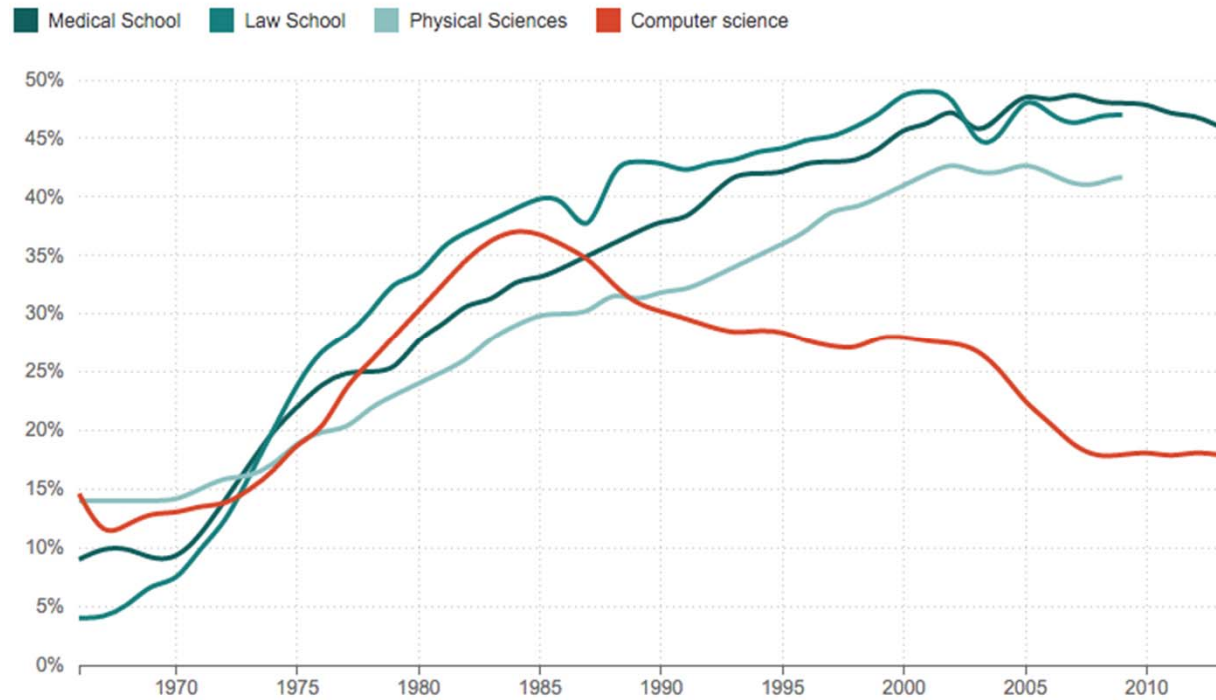
ECAR 2016 IT Workforce  
Landscape Report



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## What Happened To Women In Computer Science?

% Of Women Majors, By Field



Source: National Science Foundation, American Bar Association, American Association of Medical Colleges  
 Credit: Quoc Trung Bui/NPR

<http://www.npr.org/sections/money/2014/10/21/357629765/when-women-stopped-coding>



## Other Initiatives to Highlight

- Male allies program at USD and OSU) (How do we educate men to be allies in their field, focused on faculty)
- National Center for Women in Information Technology: [NCWIT](#)
- Women in Cybersecurity: [WiCYS](#)
- Internet2 [Gender Diversity Initiative](#)---the lunch meeting is next, don't miss it!
- Male Allies: The Industry Needs You! <http://www.maleallies.com/>
- [Anita Borg Institute](#)
- [Women Who Code](#)
- [Geek Feminism](#)



## Panel Discussion

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- Helen Patton, The Ohio State University
- Kimberly Milford, REN-ISAC
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# Anyone can be an ally for diversity & inclusion in technology

- Support representation of diverse groups (gender, race & ethnicity, sexual orientation, accessibility, socio-economic mobility)
- Improve the status quo pipeline, culture, opinion, and public policy for diverse groups
- Enhance the advocacy skills of all allies
  - This means educating yourself, making some mistakes, and learning some more
- Confront your bias and learn to combat it
- Learn some more--We all profit together when diversity & inclusion is a priority





# Thank you!

- Please complete an evaluation for this session!

