Increasing the Diversity, Equity, and Inclusiveness of Your Organizations

#WhatTechnologistsLookLike
Session Outcomes -

Understand the current faces of the HE IT workforce and how to enhance DEI on your campus.

1. **Diversity**: Identify strategies to create a more diverse IT workforce
2. **Equity**: Create opportunities where underrepresented groups can (and want to) participate in the IT workforce
3. **Inclusion**: Identify ways to actively and intentionally engage in ongoing efforts to diversify the IT workforce

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Meet the Panelists

Craig Smith
Partner, Opus Search Partners

Helena Rodrigues
Assistant Vice President, Human Resources,
The University of Arizona

Melissa Woo
Vice President for IT / CIO, Stony Brook University

Keith McIntosh
Chief Information Officer, University of Richmond

Eden Dahlstrom
Chief Research Officer, EDUCAUSE
# What Technologists Look Like

**WHY DOES DIVERSITY MATTER?**

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.

Interested in the seeing what the current HE IT workforce looks like? [https://goo.gl/HSG6mz](https://goo.gl/HSG6mz)

Enough already...what can we do?
CREATING DIVERSE POOLS
Assessing Unconscious Bias

Recruiting Inclusivity

Managing Talent Pools

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Recruiting Inclusivity

*Enough already…*  
...*what can we do?*

What is your institution's commitment to diversity?  

→ Davidson College *exemplar*

→ Go beyond the EEO minimum *non-discrimination statement*
Recruiting Inclusivity

*Enough already…*  
...what can we do?

Where and how do you recruit for positions?

→ Engage in relational recruiting
→ Talk to local organizations
→ Seek employee referrals
→ Use platforms/listservs that promote inclusiveness
Recruiting Inclusivity

Enough already… …what can we do?

How do you describe what makes your institution an attractive workplace?

→ Consider institutional and community benefits that might appeal to a diverse applicant pool
Assessing Unconscious Bias

Recruiting Inclusivity

Managing Talent Pools

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Assessing Unconscious Bias

*Enough already…*  
*…what can we do?*

Do you routinely discuss strategies to reduce bias in the search process?

→ **Project Implicit**, Harvard University

→ **Bias Assessment Tool**, CUPA/HR
Assessing Unconscious Bias

*Enough already…* …*what can we do?*

Do your job postings have language that may detract certain candidates?

→ [Gender decoder](#) tool, Kat Matfield

→ [Unitive](#), Automate hiring

→ “How to Avoid Gender Bias in your Job Listings,” *Inc.*, 09/16/15
Decoding Gender in Job Ads:
http://gender-decoder.katmatfield.com/

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Assessing Unconscious Bias

**Enough already…**

What if I just want to hire the “most qualified” candidate in the pool?

**…what can we do?**

- Aim to hire the “best person for the job”
- Hide names or other identifiers when screening apps
- Don’t discount the importance of culture and fit
Assessing Unconscious Bias

Recruiting Inclusivity

Managing Talent Pools

#WhatTechnologistsLookLike
Managing Talent Pools

*Enough already…*  
*…what can we do?*

But what can I do to help build a diverse pipeline?

- Mentor/encourage “underrepresented professionals”
- Support outreach to new talent pools
- Use EDUCAUSE’s mentor match program
AUDIENCE

Q&A

join at slido.com with #3728
Additional Resources: https://goo.gl/1WWBQM

Things YOU can do to improve diversity, equity, and inclusion...

1. ADMIT IT: Recognize and acknowledge biases (unconscious and conscious).
2. TALK ABOUT IT: Prompt a conversation about setting diversity expectations with the search committee. This will help avoid “group think” around attaching a particular value base to candidate qualities.
3. THINK ABOUT IT: Assess and reduce bias in your job ads (use tools like the gender decoder and the CUPA/HR diversity, equity, and inclusion resources).
4. RECRUIT FOR INCLUSIVENESS: Engage in relational recruiting, seek referrals, and use platforms/listservs that promote inclusiveness. Identify the social media communities to learn about candidates and where to share job posting.
5. BE A MENTEE: Aggressively seek out mentors to help build your career path. These can be active or passive mentors.
6. BE A MENTOR: Aggressively seek out mentees to help build their career paths. Use your influence as a leader to create “yes, I can” moments for underrepresented professionals.
Final Thoughts...A Call to Action

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Continue the discussion...

Diverse Paths to Leadership: Perspectives from CIOs
Friday, October 28 | 9:10am - 10:00am | Ballroom E, Level Three

Session Type: Featured Session
Delivery Format:

Participate in a facilitated conversation about valuing diversity in IT with a newly retired CIO and newly minted CIO. The CIOs will discuss their own leadership journeys, as well as how to encourage, enable, support, and forward diversity in IT leadership and inclusion across the IT organization.

Outcomes: Appreciate unique paths to the position of CIO, as well as the support structures that may be required to get there * Identify potential methods for helping and supporting each other on the path to leadership * Become inspired to build a more diverse IT community at your institution

Speakers

Donna Petherbridge
Associate Vice Provost, DELTA, NC State University

Rashmi Radhakrishnan
Chief Information Officer, Albright College

Laura Patterson
University of Michigan-Ann Arbor

Sharon Pitt
CIO and AVP of IT, Binghamton University
Help Us Improve and Grow

Thank you for participating in today’s session.

We’re very interested in your feedback. Please take a minute to fill out the session evaluation found within the conference mobile app, or the online agenda.