Do you know your institution’s IT diversity and gender distribution? What about the leadership at the institution? The Board of Trustees?

**How do we help close the gap, not just with women?**

1. **Volunteer** – raise awareness about our field.
   - a. Introduce to new ideas - simplify
   - b. Younger – elementary and middle school
   - c. Field trips
   - d. Mentor
   - e. Guest speaker at schools

2. **Hiring Practices**
   - a. Flexible hours
   - b. Rethinking your budget options (4-day work week, use salary from 5-day position)
   - c. Consider how to sell your institution’s broader mission to attract more diverse candidates.
   - d. Write job postings that reach broader audiences.
     - i. Resources to review word choices
   - e. Screen resumes yourself (not HR – that may pass up candidates you would be willing to talk with).

3. **Managers**
   - a. Be aware – once hired create a welcome environment. Does everyone want to drink for team building? What can you do as manager to bring people together. Ask and listen.
   - b. Provide professional development and promotion opportunities
   - c. Evaluate pay inequities. One person shared that they evaluate annually and rebalance.
   - d. Draw a hardline on unacceptable behavior. Inappropriate reports? Take action. Disciplinary actions. One example – one vendor’s POC in appropriate – manager said we want replacement, had to do this more than once.

4. **Pipeline**
   - a. Introduce the field to children before high school
   - b. Consider experience from social sciences not just computer science.
     - i. Insatiable curiosity
     - ii. Understands social engineering
     - iii. Problem solvers
Stories/Examples shared by attendees:

- Female CIO created “program support position” with nontraditional job requirements to attract new and different talent into the security field. It has paid off and paved the way for career path. Rutgers
- Internship (paid) 18-month program with 6-month rotations amongst IT fields, including information security. Exposure to the field has ended up creating a feeder program and led to staff positions. 3 years running so far. Yale
- CyberSecurity Badge program. Targets Undergrads and Alum. 6 Saturdays and you receive a badge. Courses like, Cyber Hygiene. Exposure to the field – drives interest -potential interest as career path.
- Working groups: How do I ensure I don’t just go to the same people? Keep the group diverse and different?
- Persistent hiring problem summarized as:
  - Inexperienced pool/not getting qualified women candidates
  - Determining are they trainable
  - Do they want to work for us?
- Seeing very small percentage of women in undergrad Computer Science courses. Not sure what to do about it.

EDUCAUSE opportunities:

- Consider adding session(s) on the topic of hiring, mentoring, professional development, etc.
- Reminders about Mentor program