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# Staff Diversity at MIT

Vice Chancellor Area

February 2022

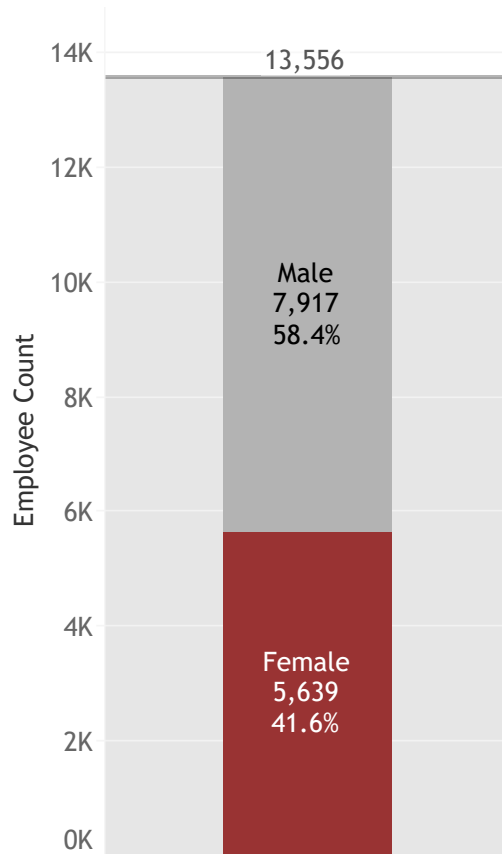
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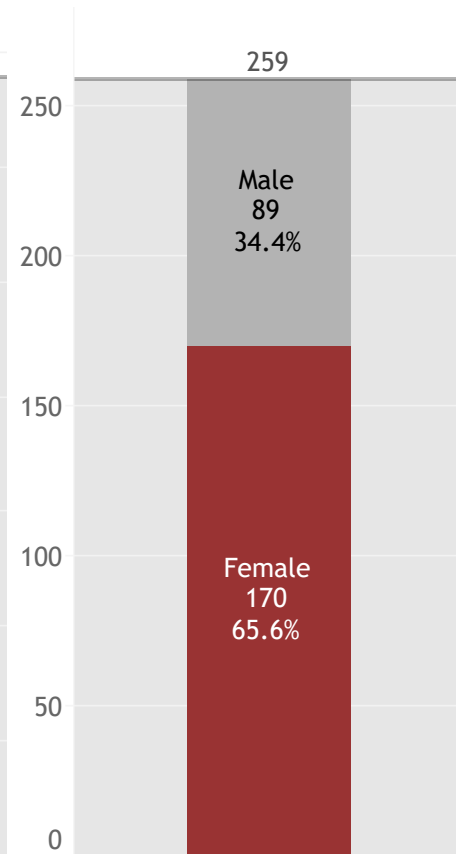
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# Gender

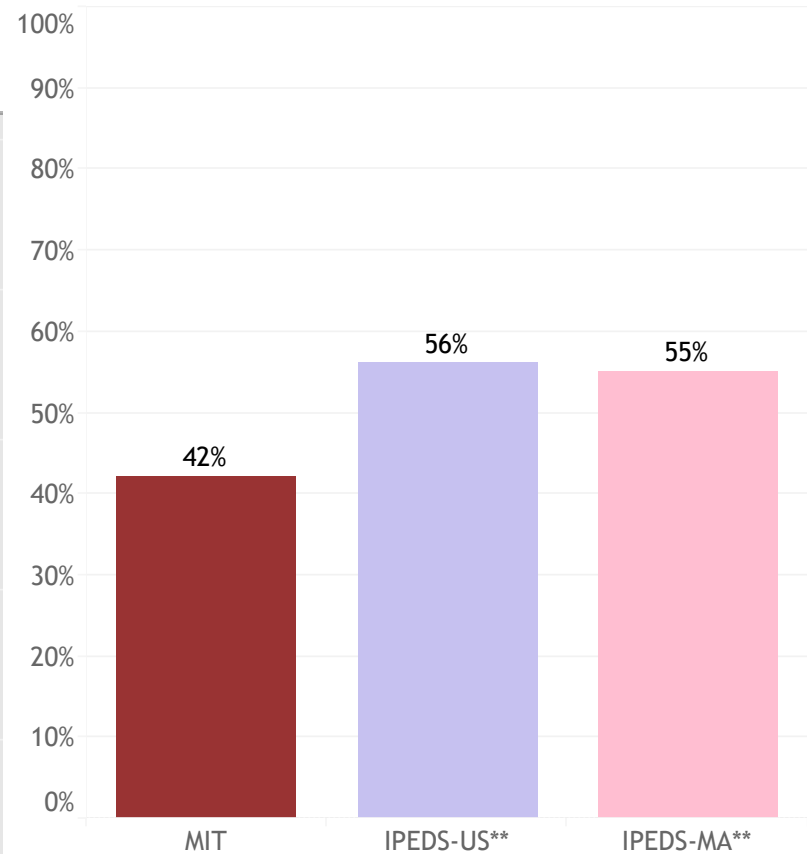
MIT\*  
As of 10/31/2021



Vice Chancellor Area  
As of 10/31/2021



Benchmarks for Female



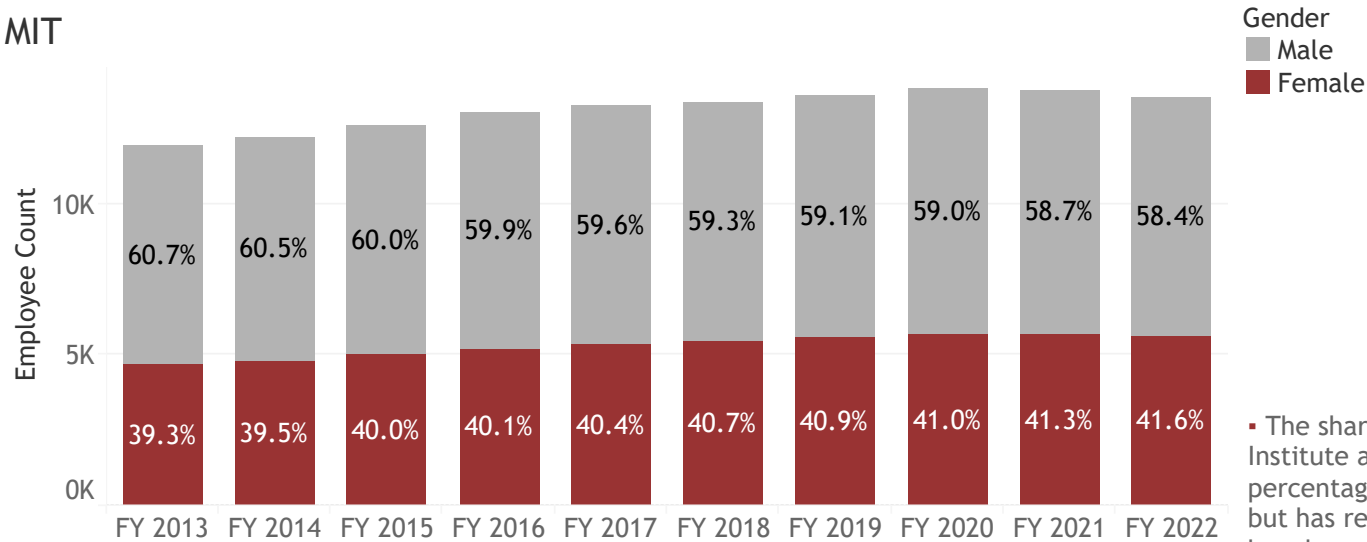
\*\*IPEDS data for US and Massachusetts: <http://nces.ed.gov/ipeds/home/usethedata>

- The share of female employees in the Vice Chancellor area is 24.0 percentage points higher than the same at MIT as a whole.

\*MIT population includes Lincoln Laboratory

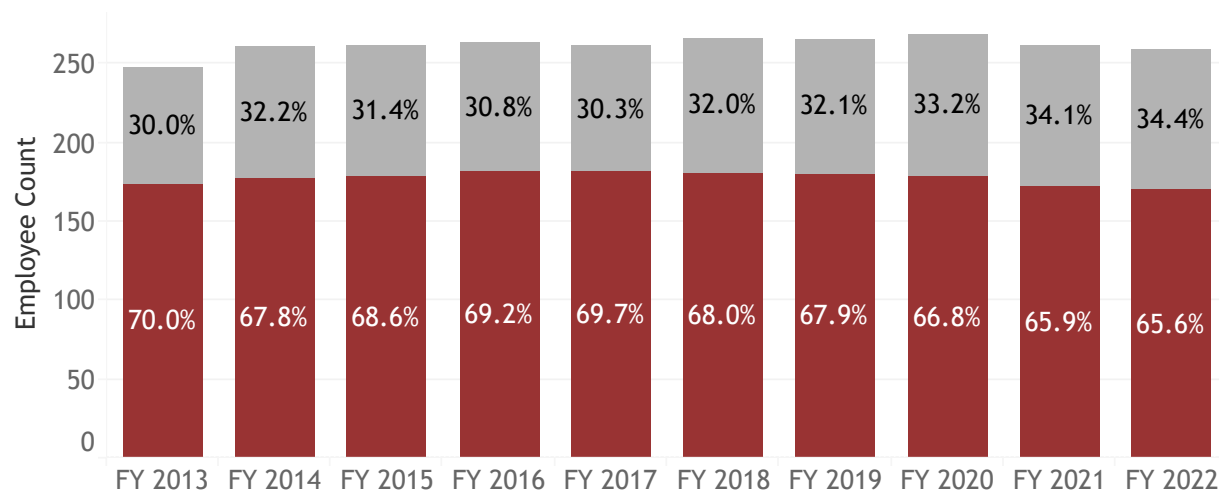
## 10 Year Gender Trend

### MIT



- The share of female population at the Institute as a whole has grown 2.3 percentage points (5.9%) since FY 2013, but has remained below the IPEDS benchmarks.

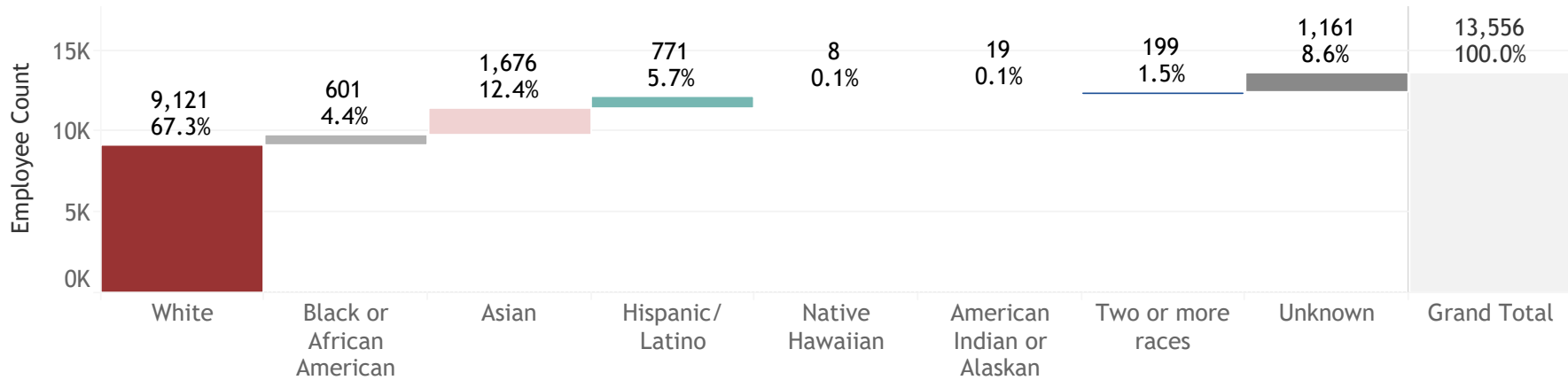
### Vice Chancellor Area



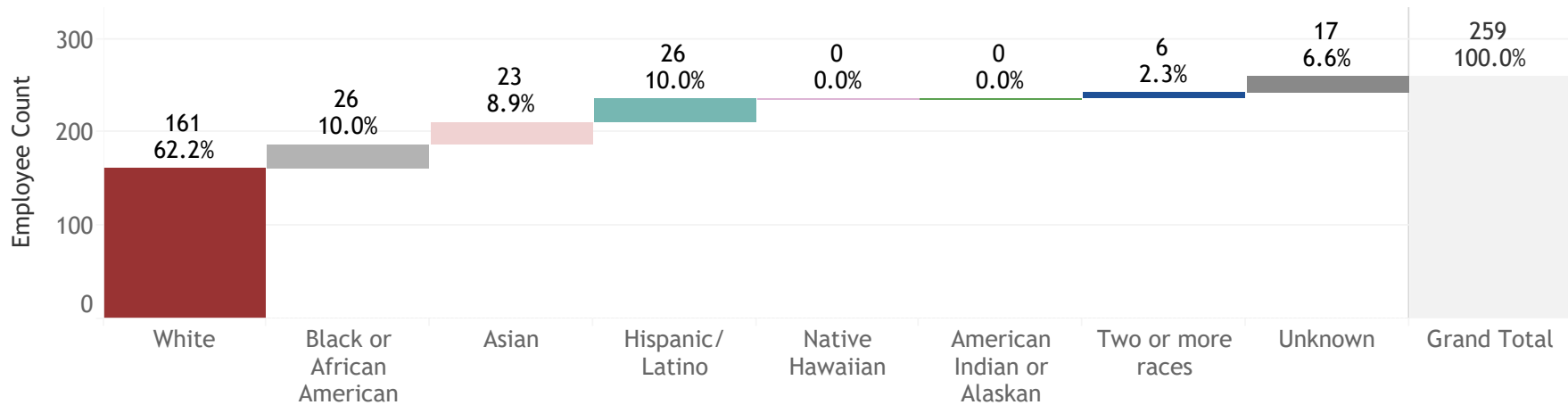
- The female ratio in the Vice Chancellor area has been considerably higher than at MIT as a whole for the last decade. It decreased slightly to 65.6% in FY 2022, but remains 24.0 percentage points (57.8%) above the same at the institute as a whole.

## Race/Ethnicity

MIT  
As of 10/31/2021

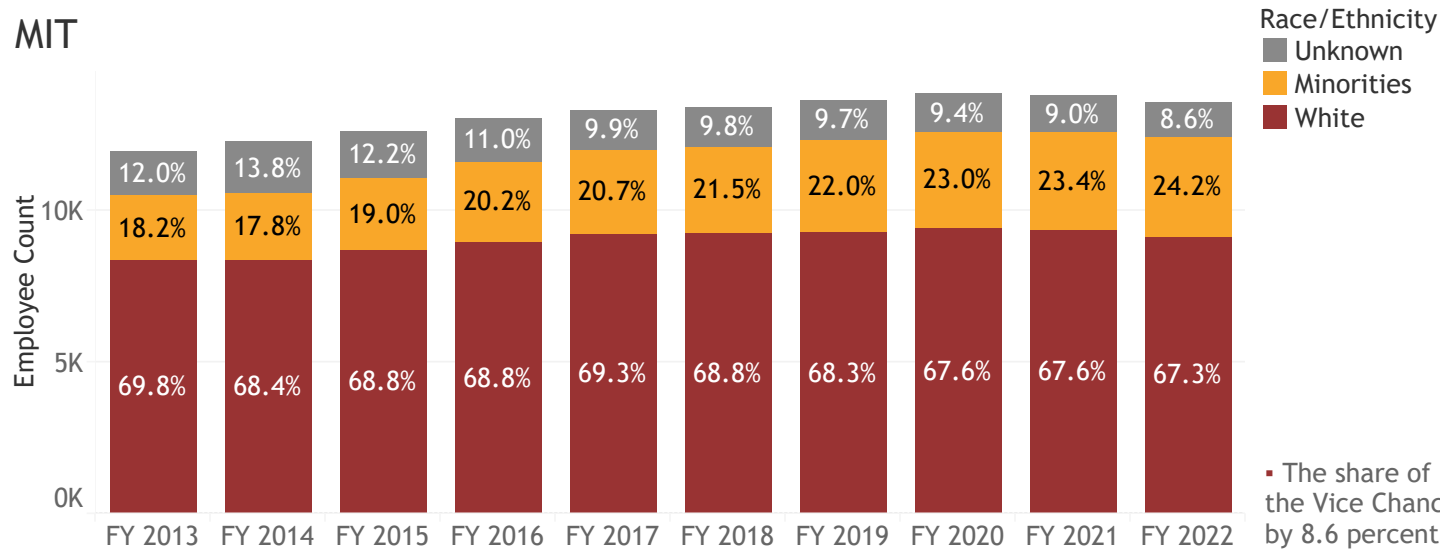


Vice Chancellor Area  
As of 10/31/2021



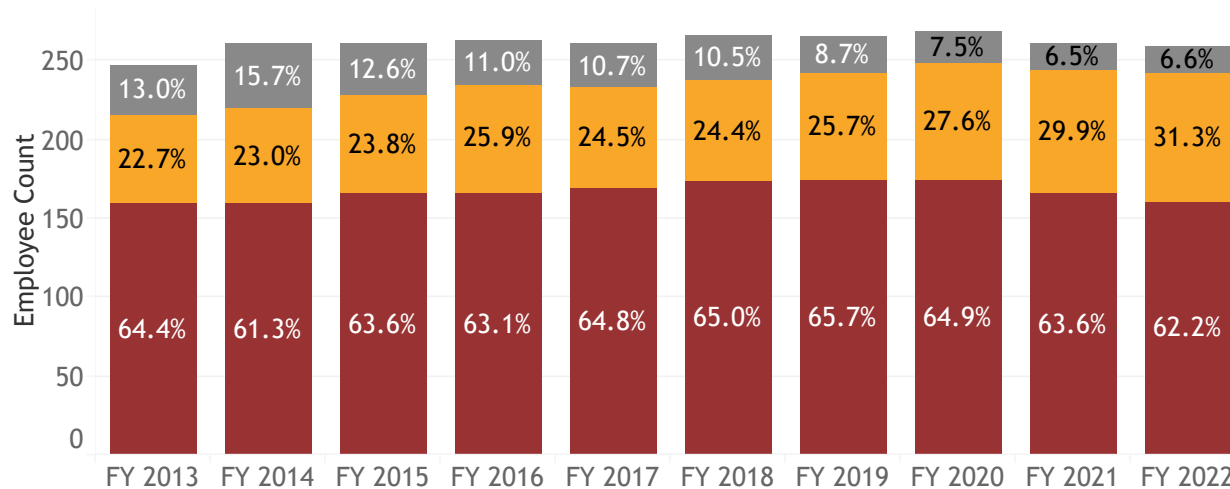
## 10 Year Race/Ethnicity Trend

### MIT



- The share of minorities in the Office of the Vice Chancellor (OVC) has increased by 8.6 percentage points (37.9%) since FY 2013.

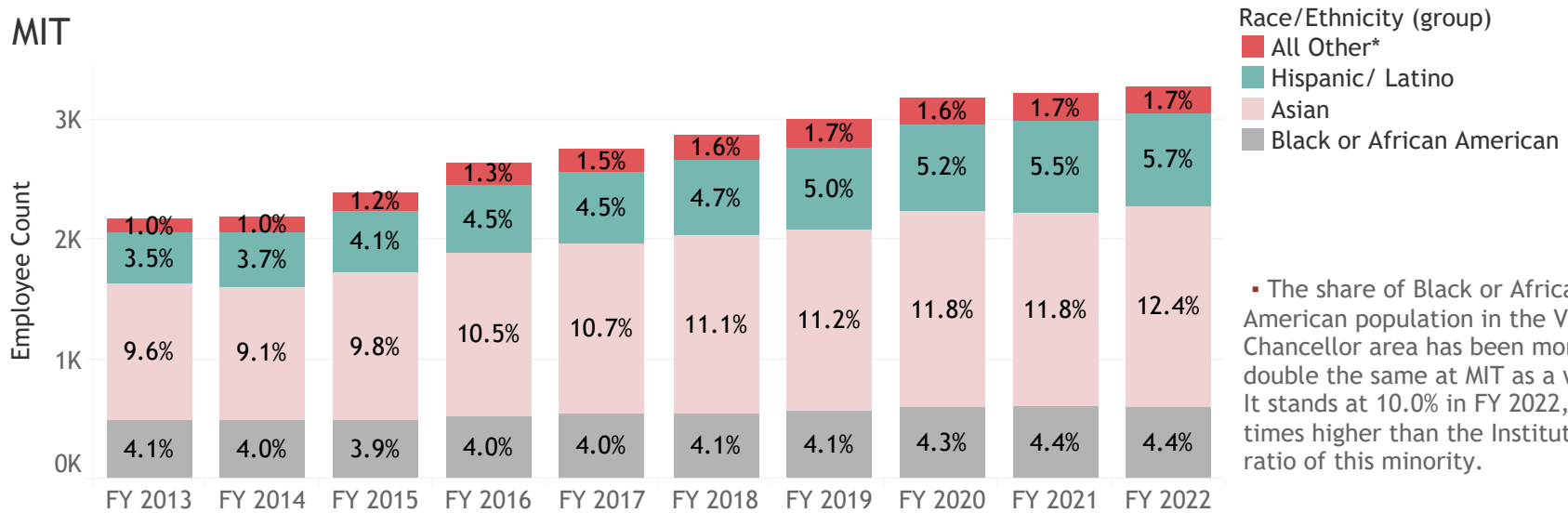
### Vice Chancellor Area



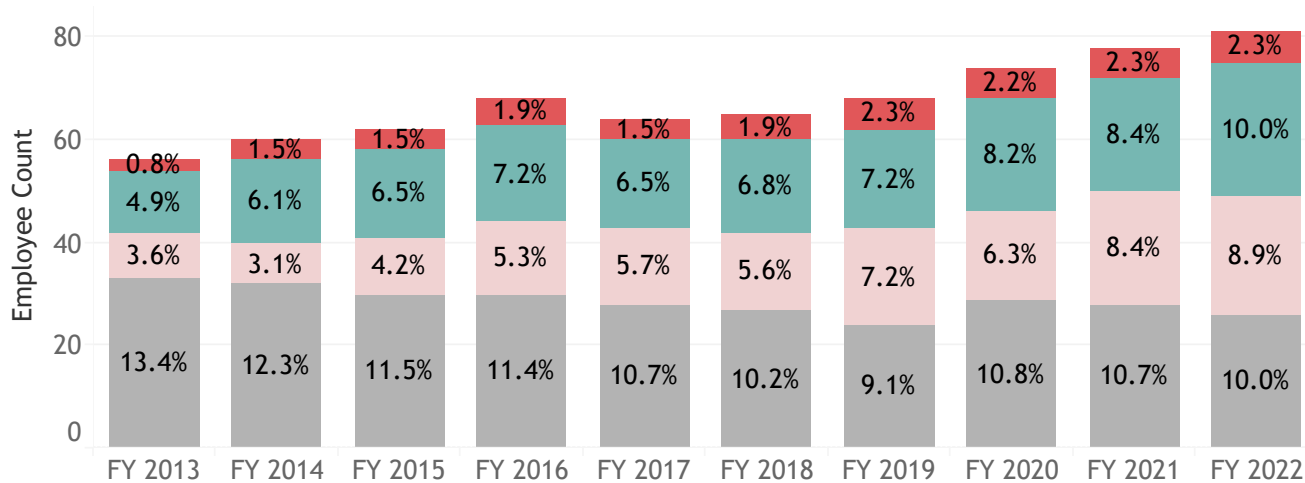
- Minorities representation in the Vice Chancellor area has exceeded their respective share in the Institute population at large for the last decade.
- The share of employees of unknown ethnic origin in OVC dropped to its lowest point (6.5%) in FY 2021 and remains 2.0 percentage points (23.4%) lower than at MIT as a whole.

## 10 Year Race/Ethnicity Trend - Minorities

### MIT



### Vice Chancellor Area



#### Race/Ethnicity (group)

- All Other\*
- Hispanic/ Latino
- Asian
- Black or African American

- The share of Black or African American population in the Vice Chancellor area has been more than double the same at MIT as a whole. It stands at 10.0% in FY 2022, 2.3 times higher than the Institute-wide ratio of this minority.

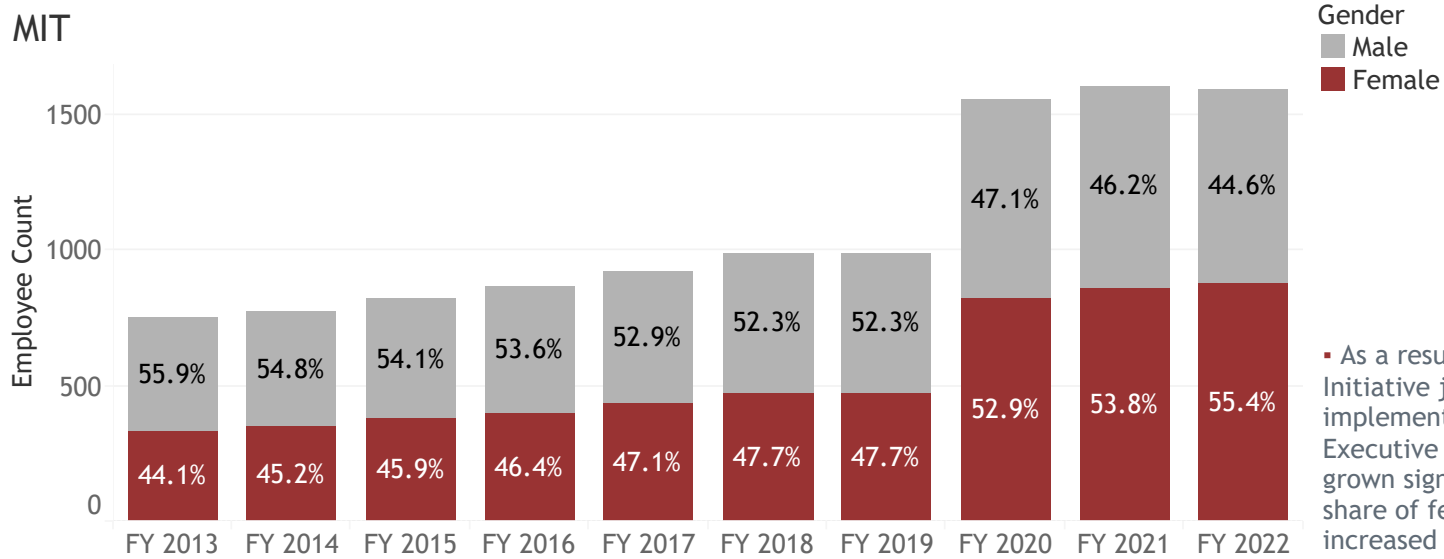
- Hispanic/Latino representation in OVC has fluctuated, exceeding the same at the Institute as a whole and peaking at 10.0% in FY 2022.

- The share of All Other ethnicities has nearly tripled to 2.3% since FY 2013.

- Asian representation has more than doubled in the last decade.

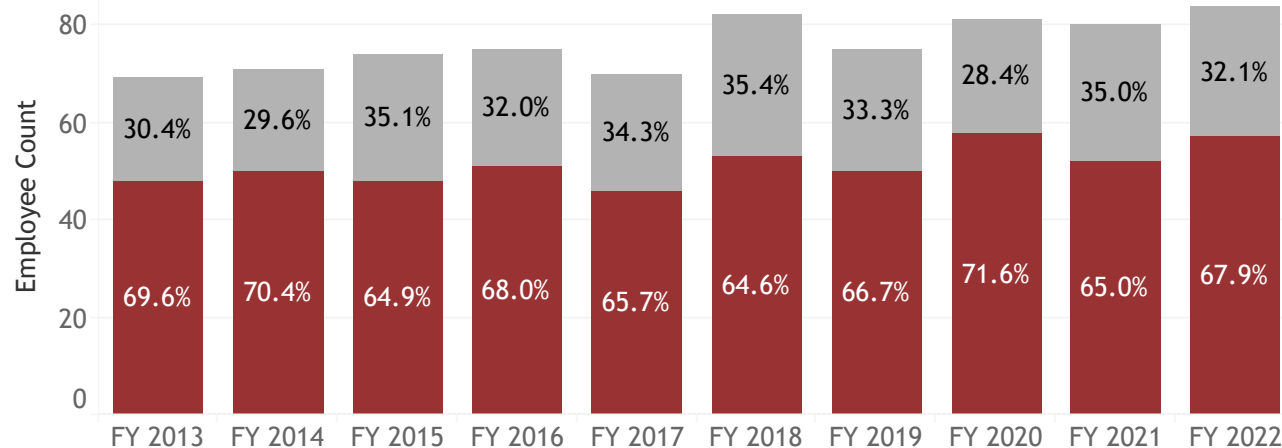
\*All Other includes Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native and Two or more races, not Hispanic/Latino.

## Executive and Managerial 10 Year Gender Trend



- As a result of the Compensation Initiative job reclassification implemented in April 2019, the Executive and Managerial ranks have grown significantly at MIT, and the share of female employees has increased considerably in this EEO job group in the last three fiscal years.

## Vice Chancellor Area



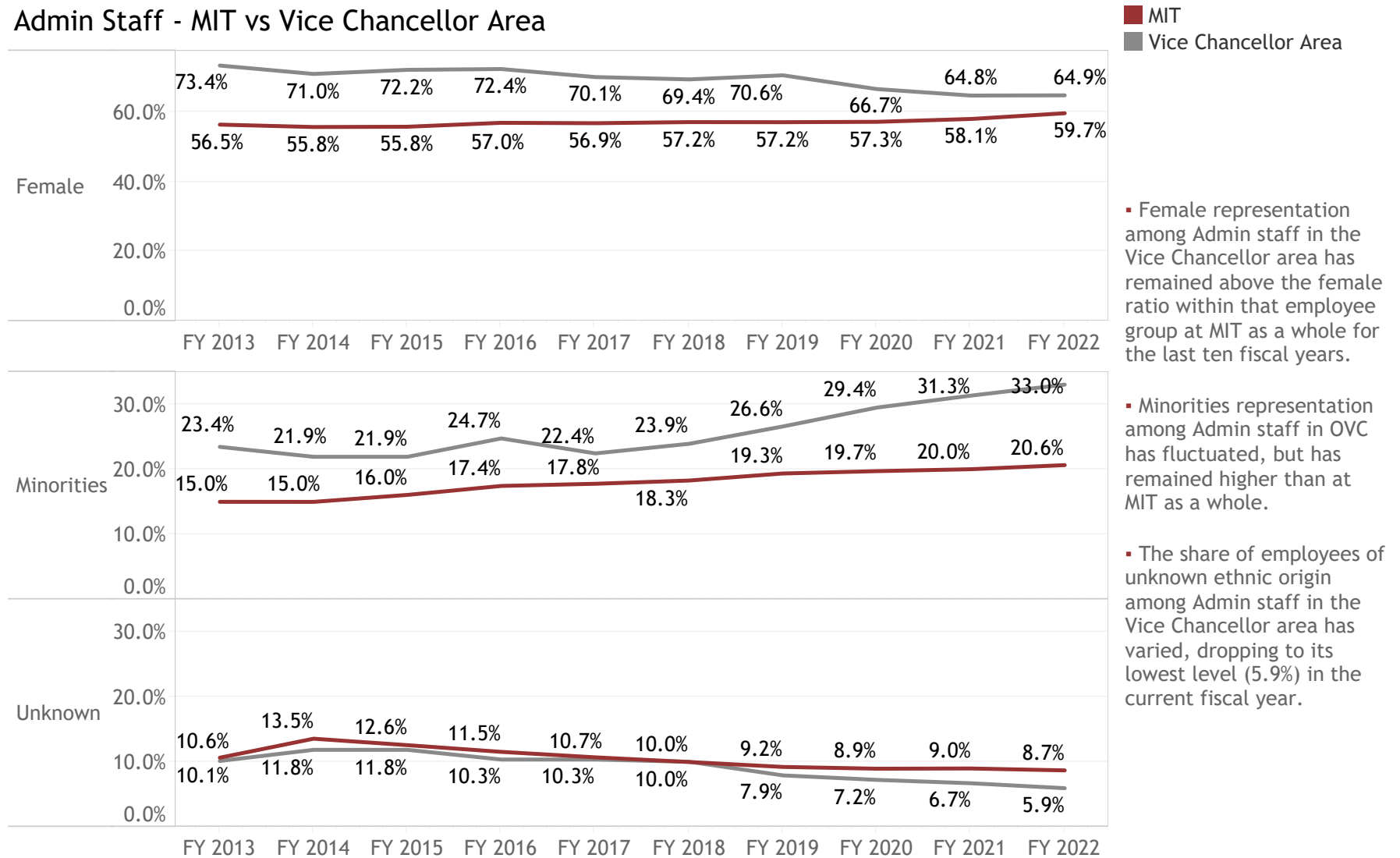
- The share of female employees in the Executive and Managerial job category within the Vice Chancellor area has fluctuated over the last decade and has exceeded the same at MIT as a whole. In the current fiscal year, it is 12.5 percentage points (22.5%) above the same at the Institute at large.





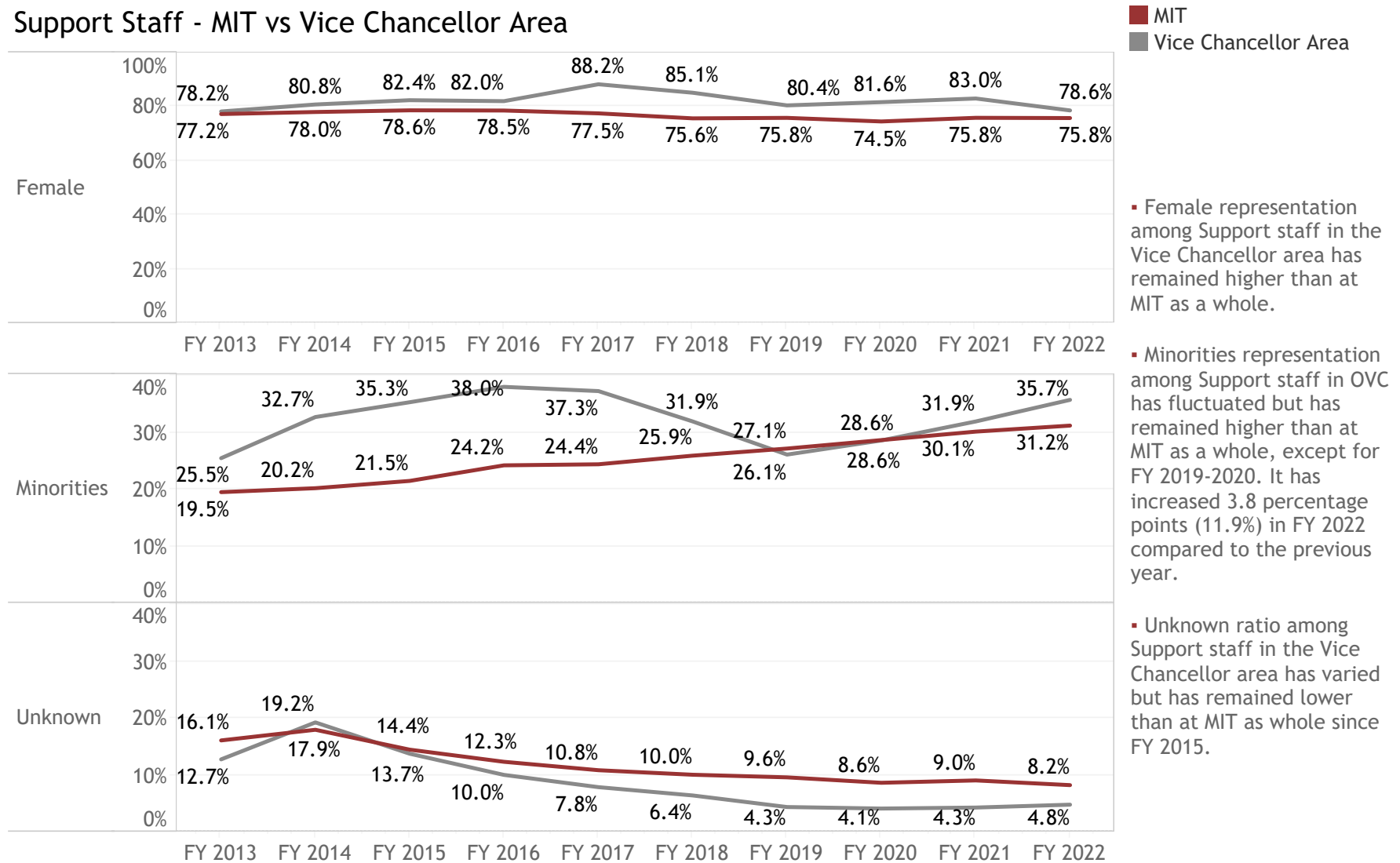
## Admin Staff 10 Year Gender and Race/Ethnicity Trends

### Admin Staff - MIT vs Vice Chancellor Area



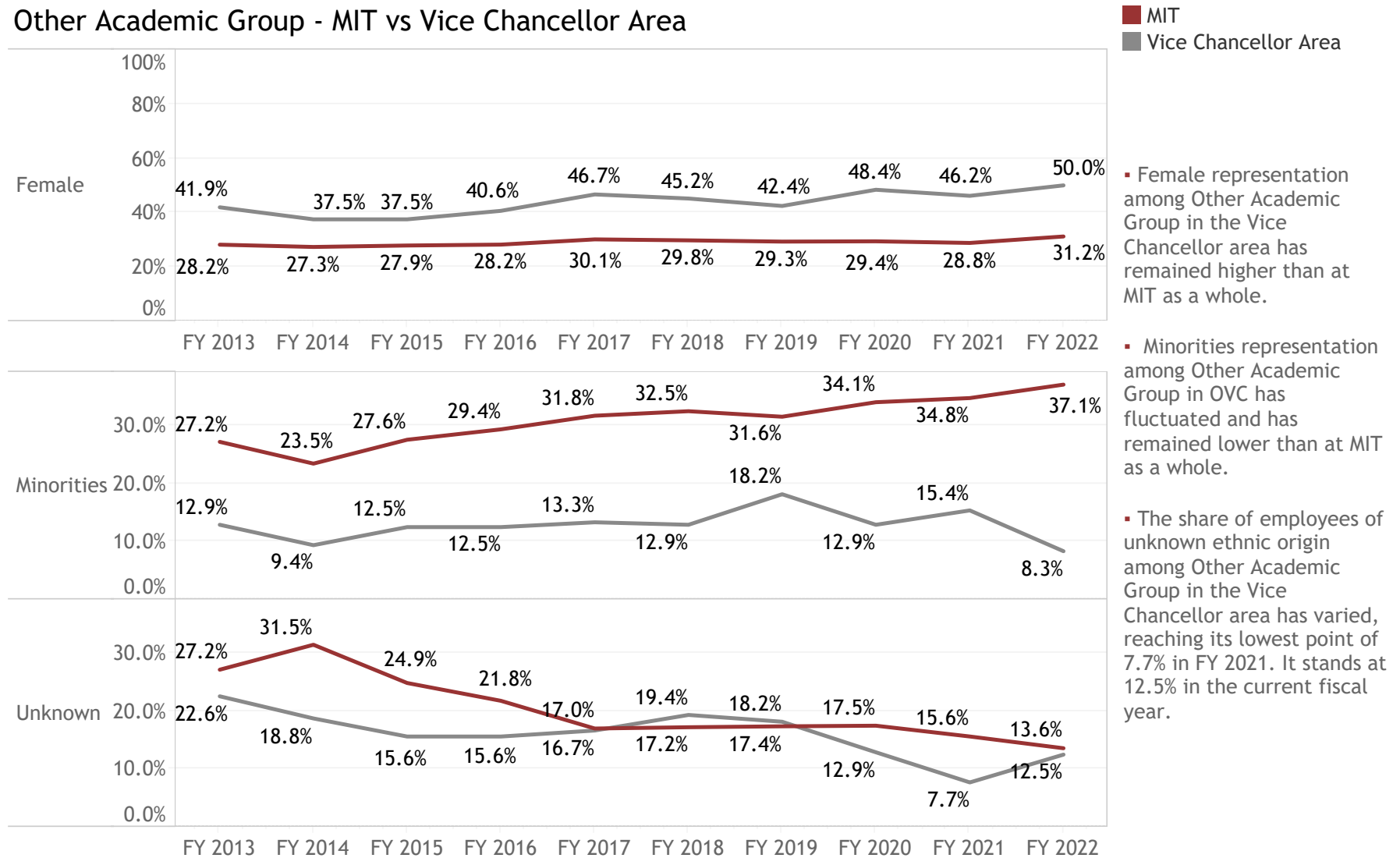
## Support Staff 10 Year Gender and Race/Ethnicity Trends

### Support Staff - MIT vs Vice Chancellor Area



## Other Academic Group 10 Year Gender and Race/Ethnicity Trends

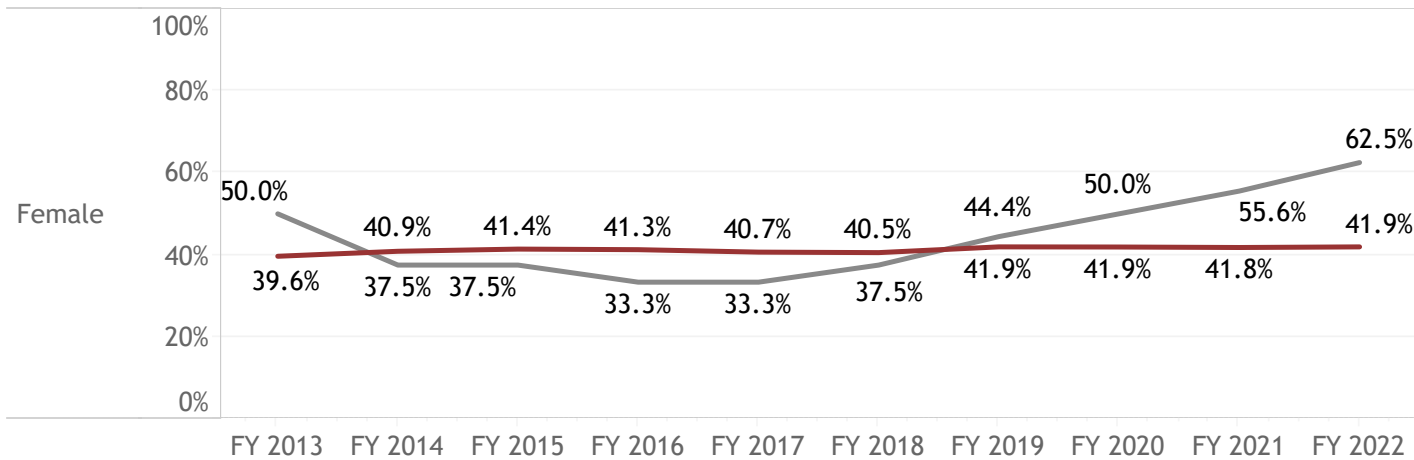
### Other Academic Group - MIT vs Vice Chancellor Area



## Sponsored Research Staff 10 Year Gender and Race/Ethnicity Trends

### Sponsored Research Staff - MIT vs Vice Chancellor Area

■ MIT  
■ Vice Chancellor Area

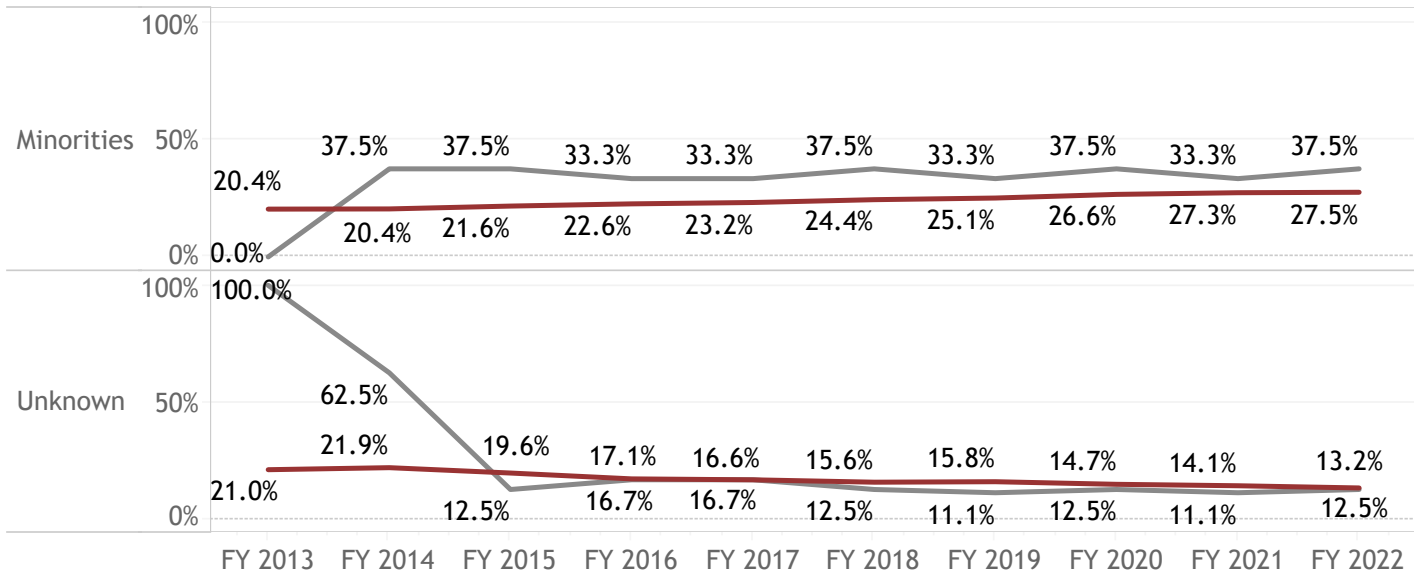


- As the Vice Chancellor area has few employees in the SRS category, workforce changes can result in large percentage shifts.

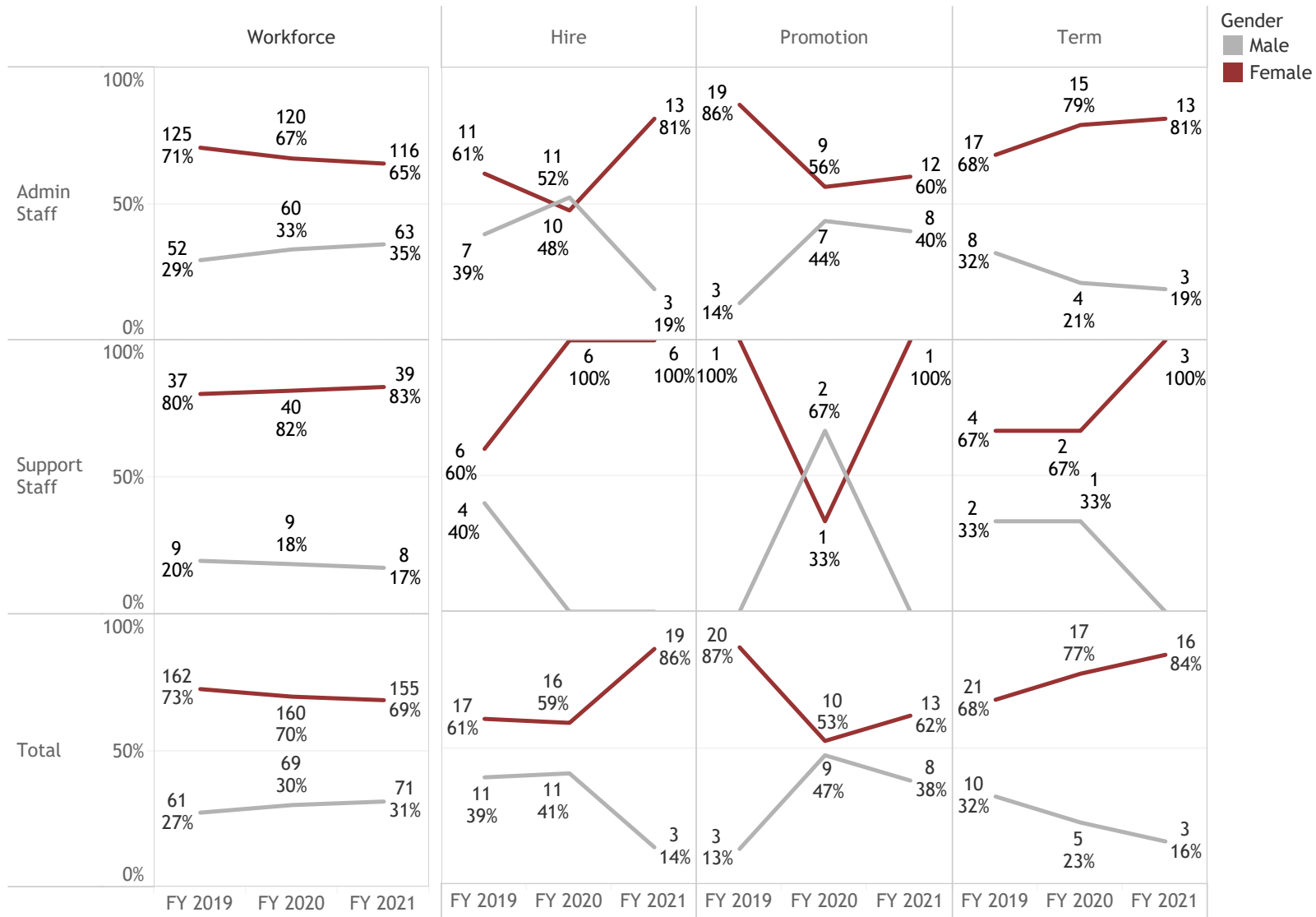
- Female representation among SRS employees in the Vice Chancellor area has exceeded the same at MIT as a whole since FY 2019.

- Minorities representation among Sponsored Research Staff in OVC has trended higher than the same at MIT as a whole since FY 2014.

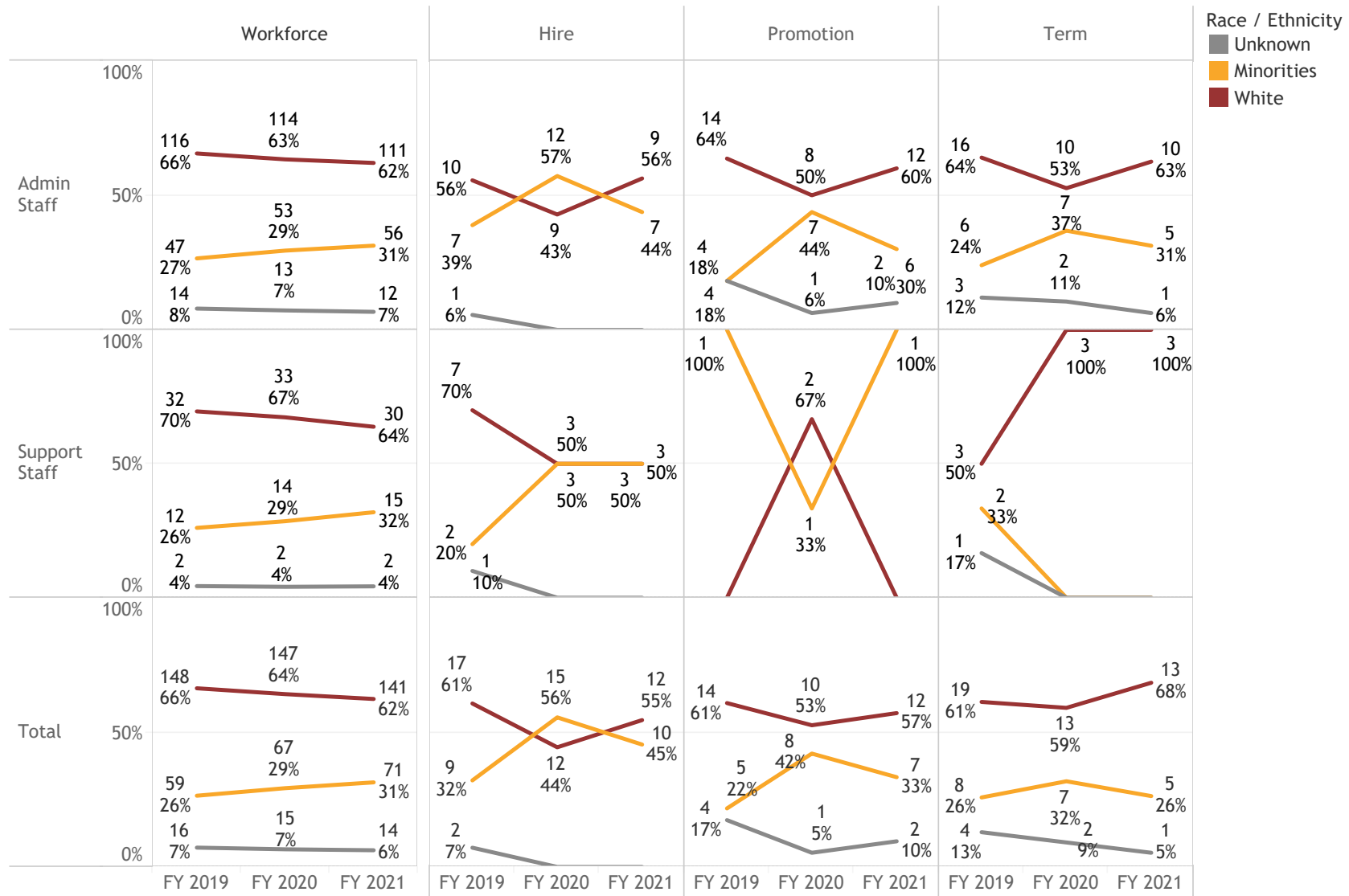
- Unknown ethnicity among Sponsored Research Staff in the Vice Chancellor area has stayed below the same at the Institute at large since FY 2018.



## Vice Chancellor Area Personnel Activity by Gender (Admin and Support Staff)

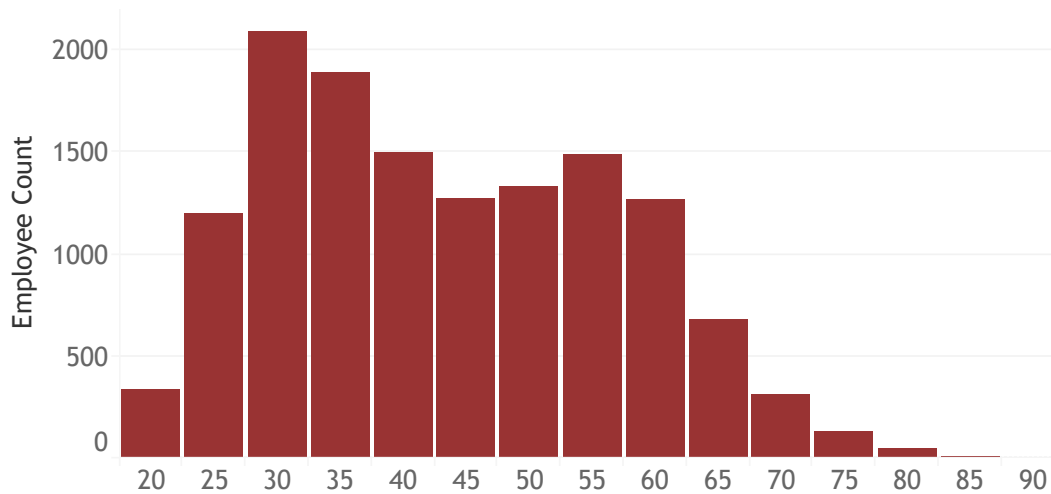


## Vice Chancellor Area Personnel Activity by Race/Ethnicity (Admin and Support Staff)



# Age

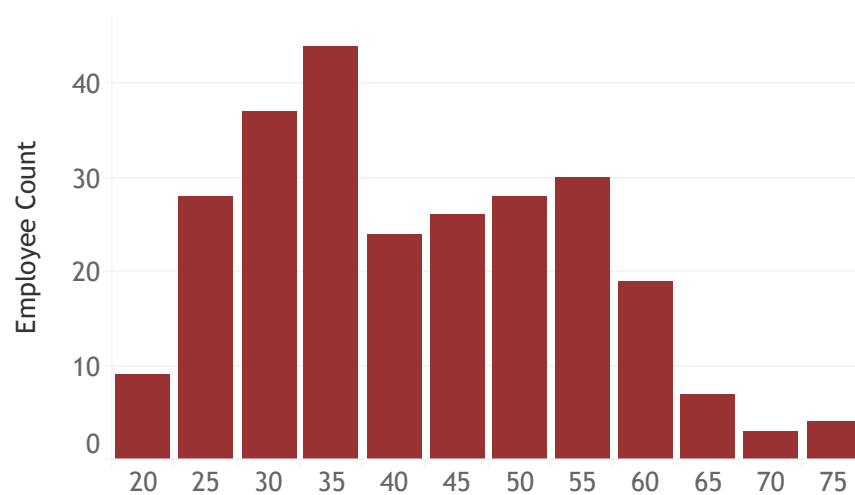
## MIT



As of 10/31/2021

	#	Average Age	Median Age
Faculty	1,069	52	50
Admin Staff	2,823	46	46
Support Staff	1,427	43	40
Other Academic Group	1,853	40	34
Sponsored Research Staff	1,755	44	41
Medical	106	49	48
Service Staff	846	50	52
Lincoln Support Staff	199	49	53
Lincoln Sponsored Research	3,093	45	44
Lincoln Service Staff	402	51	54
MIT Intl Admin Staff	1	39	39
<b>MIT</b>	<b>13,556</b>	<b>45</b>	<b>44</b>

## Vice Chancellor Area



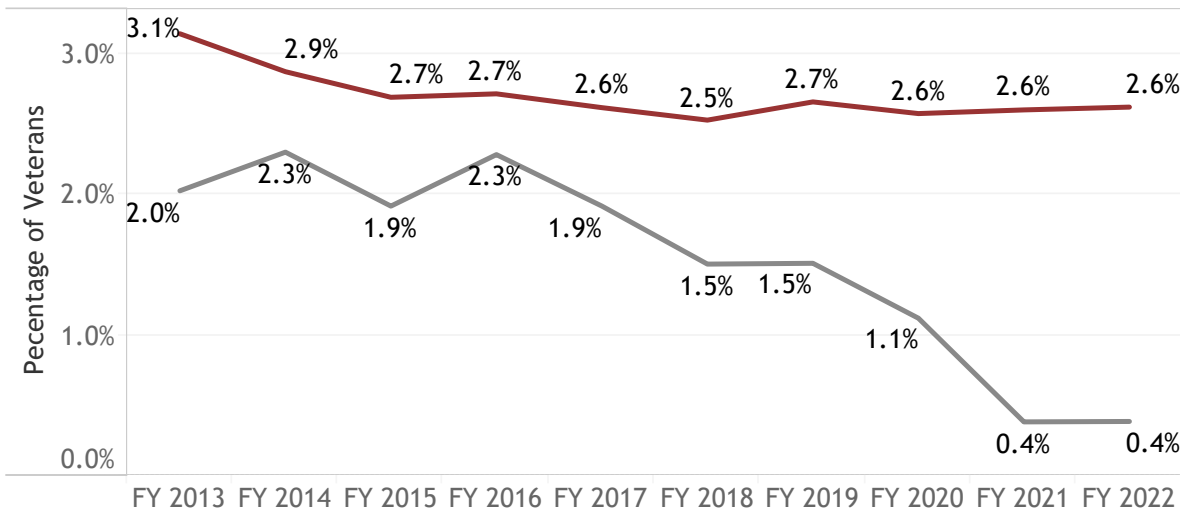
As of 10/31/2021

	#	Average Age	Median Age
Admin Staff	185	43	40
Support Staff	42	42	37
Other Academic Group	24	53	54
Sponsored Research Staff	8	44	41
<b>Vice Chancellor Area</b>	<b>259</b>	<b>44</b>	<b>42</b>



## Veterans & IWD

### Veterans



■ MIT  
■ Vice Chancellor Area

- The percentage of veterans in OVC has fluctuated and has remained below the same at MIT as a whole for the last decade, dropping to its lowest level of 0.4% in the last two fiscal years.

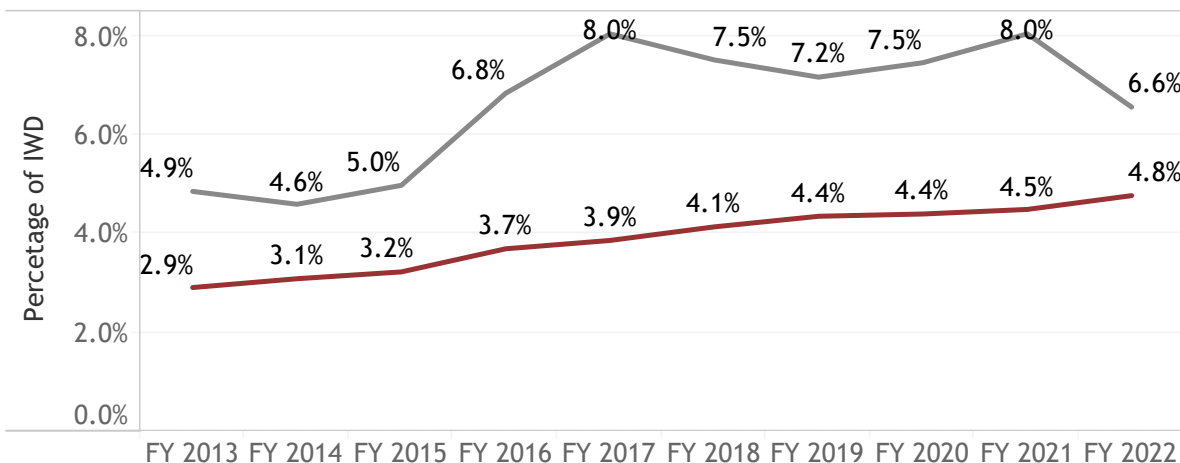
- The percentage of IWD in the Vice Chancellor area has shifted as well over the last ten years but has remained above MIT's overall ratio.

- **Veterans Benchmark:** The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) set 5.6% as a general VEVRAA hiring benchmark. In Massachusetts, 3.9% of the civilian labor force are veterans.

<https://www.dol.gov/agencies/ofccp/annual-vevraa-benchmarks>

<https://www.bls.gov/news.release/pdf/vet.pdf>

### IWD



- **IWD Benchmark:** OFCCP established a nationwide 7% utilization goal for qualified IWD's. This goal is termed "aspirational" by OFCCP and should be applied to each job group at MIT, but "is not to be used as a quota or a ceiling."

<https://www.dol.gov/agencies/ofccp/faqs/section-503#Q3>

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## Summary

- Vice Chancellor area as a group has exhibited more diversity than MIT at large during the last ten years.
- While the share of female employees in OVC has been considerably higher than at MIT as a whole for the last decade, it has decreased slightly since FY 2017 to 65.6% in the current fiscal year.
- The share of ethnic minorities in the Vice Chancellor area has remained higher than at the Institute as a whole.
- The representation of female and minority employees within the Executive and Managerial job category in OVC has also remained considerably higher than their respective share in this leadership group at MIT as a whole.