Knowing demographics helps us see patterns and cultural shifts in the industry. The Diversity Report contains demographics on age, ethnicity, gender, sexual orientation, disability, and more.

**ABOUT THE REPORT**
The data used for the Developer Satisfaction Survey (DSS) Diversity Report was collected through an industry and university partnership between the IGDA and Western University. For the full report, visit igda.org/dss.

**CONTENT**
- Demographics
- Work Roles
- Compensation
- Diversity

**DEMOGRAPHICS**

Knowing demographics helps us see patterns and cultural shifts in the industry. The Diversity Report contains demographics on age, ethnicity, gender, sexual orientation, disability, and more.

**AGE**

15 to 70

- Age Range of Developers

50%

- of developers are between 27-38 years old

32

- Average Age of Women

34

- Average Age of Developers

35

- Average Age of Men
Developers' Reported Ethnicity

- White
- Only White
- Hispanic
- Black
- Other
- Chinese
- Indigenous
- Japanese
- South-East Asian
- West Asian
- South Asian
- Jewish
- Korean
- Pacific Islander

*Percentages do not equal 100% due to respondents' ability to select more than one ethnicity.

13% of developers identified with more than one ethnicity.

Developers' Reported Gender

- Women: 36%
- Men: 64%

Note: Non-binary, gender fluid, genderqueer, two-spirited

Developers with Children at Home

By Gender

- 19% Women
- 26% Men

By Ethnicity x Gender

- 19% White Women
- 20% Non-White Women
- 19% White Men
- 29% Non-White Men
Among disabilities reported by game developers, mental illness was the most frequently reported.

**Mental Illness Across Gender and Ethnicity**

<table>
<thead>
<tr>
<th>Gender and Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Binary</td>
<td>29%</td>
</tr>
<tr>
<td>White Women</td>
<td>27%</td>
</tr>
<tr>
<td>Women of Color</td>
<td>19%</td>
</tr>
<tr>
<td>White Men</td>
<td>12%</td>
</tr>
<tr>
<td>Men of Color</td>
<td>5%</td>
</tr>
</tbody>
</table>

Game developers of color are more likely to **decline to disclose disability** compared to White game developers.

The most common path to working in the game industry is through formal schooling or training.

**Highest Level of Education Completed**

- **High School**
  - Non-Binary: 10%
  - White Women: 7.5%
  - Women of Color: 5%
  - White Men: 2.5%
  - Men of Color: 0%

- **College**
  - Non-Binary: 15%
  - White Women: 10%
  - Women of Color: 5%
  - White Men: 0%

- **University**
  - Non-Binary: 60%
  - White Women: 40%
  - Women of Color: 20%
  - White Men: 10%
  - Men of Color: 0%

- **Post-Graduate**
  - Non-Binary: 40%
  - White Women: 30%
  - Women of Color: 20%
  - White Men: 10%
  - Men of Color: 0%
There continues to be a disproportionate presence of White workers in senior management positions.

**Role Representation within Identity Groups**

- **Women** more frequently report being temporary employees compared to men.
- **Workers of Color** report being independent contractors and freelancers at higher rates compared to white workers.
- **Women & Workers of Color** are more likely to hold part-time positions compared to white men.

**COMPENSATION**

Men are disproportionately represented in higher income brackets, and women are disproportionately represented in lower income brackets.

**Income (USD) by Gender & Ethnicity**

- **Non-Binary**: More than $75k USD
- **Women of Color**: Less than $40k USD
- **Men of Color**: $40-75k USD
- **White Women**: $40-75k USD
- **White Men**: More than $75k USD
- **Whole Sample**: Less than $40k USD

**Employees** - 45% earned more than $75k USD

**Freelancers** - 72% made under $40k

**Self-Employed** - 78% made under $15k
Importance of Diversity Across Gender & Ethnicity

*Based on respondents indicating important on workplace diversity, industry diversity, and game content diversity.

**Excludes Neutral and Not Important responses.

Equal Treatment Across Gender & Ethnicity

When asked "Do you feel there is equal treatment and opportunity for all in the game industry?"

- 74% of developers responded no
- 12% of developers responded yes
- 14% of developers were unsure

When broken down by gender and ethnic minority status...

Biggest Obstacles to Diversifying Industry

Whole Sample
- 39% Decision-Making Bias
- 32% Homogenous Workforce / Leadership

By Respondents’ Gender and Ethnicity

DSS 2021 Diversity Report
Read the full report at [http://igda.org/dss](http://igda.org/dss).