

DSS 2021

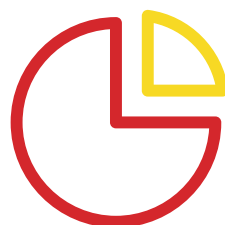
DIVERSITY REPORT INFOGRAPHIC

ABOUT THE REPORT

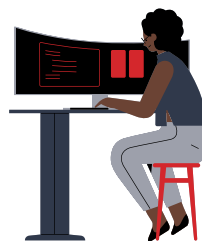
The data used for the Developer Satisfaction Survey (DSS) Diversity Report was collected through an industry and university partnership between the IGDA and Western University. For the full report, visit igda.org/dss.



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



70

Age Range of Developers

50%

of developers are
between **27-38** years old



32

Average Age
of Women

34

Average Age
of Developers

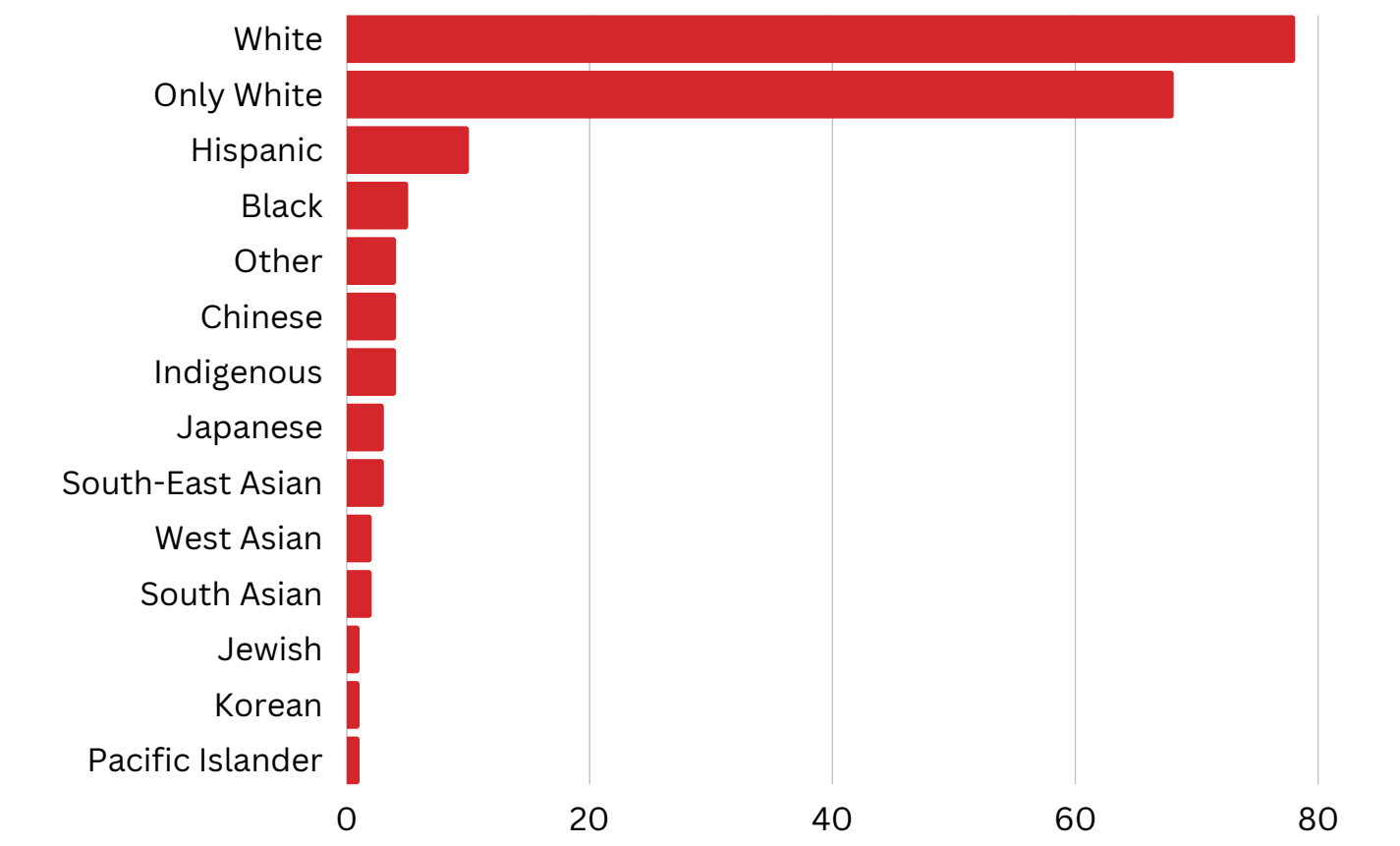


35

Average Age
of Men

ETHNICITY

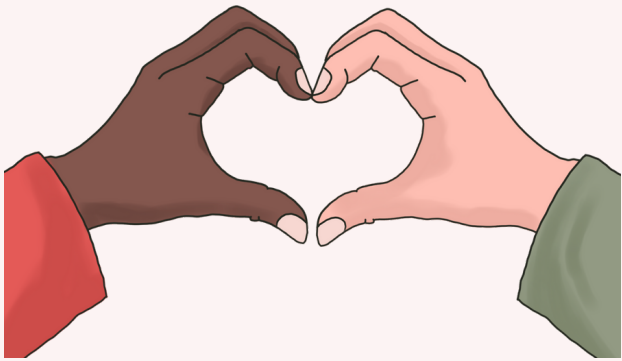
Developers' Reported Ethnicity



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

13%

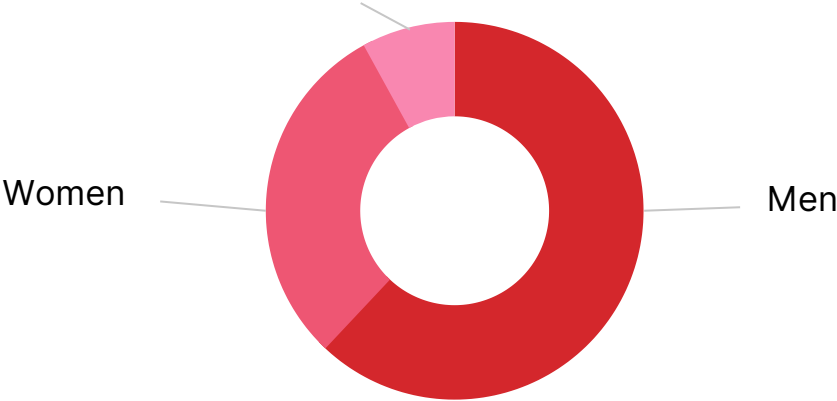
of developers identified with more than one ethnicity



GENDER & FAMILY

Developers' Reported Gender

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



Developers with Children at Home

By Gender

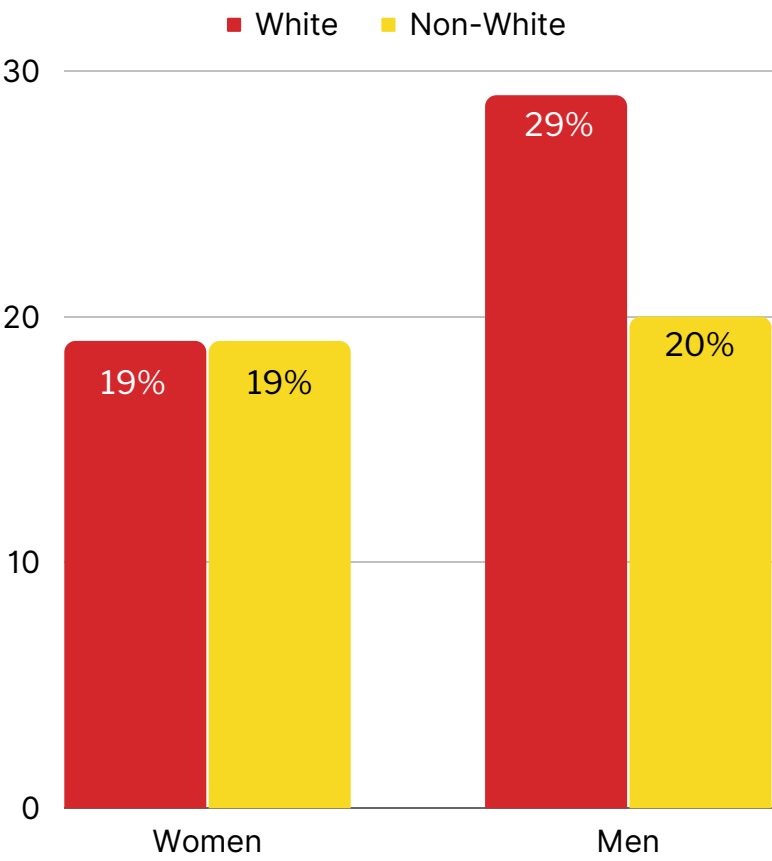


19% Women



26% Men

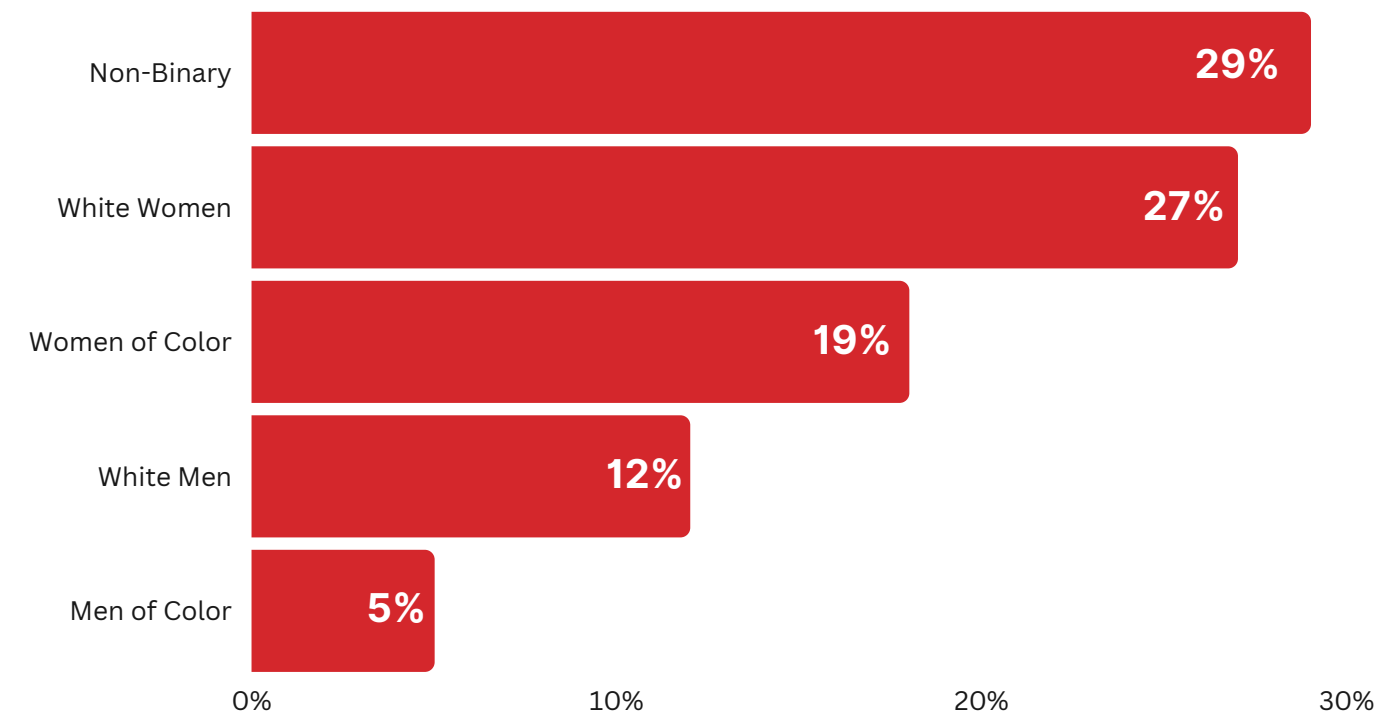
By Ethnicity x Gender



DISABILITY

Among disabilities reported by game developers, mental illness was the most frequently reported.

Mental Illness Across Gender and Ethnicity



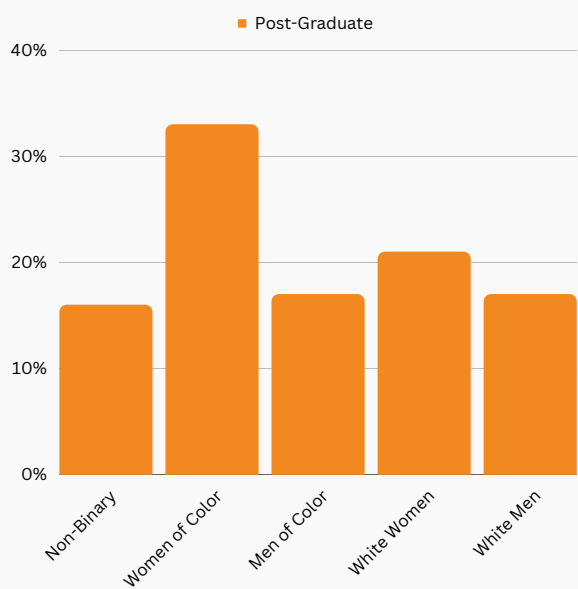
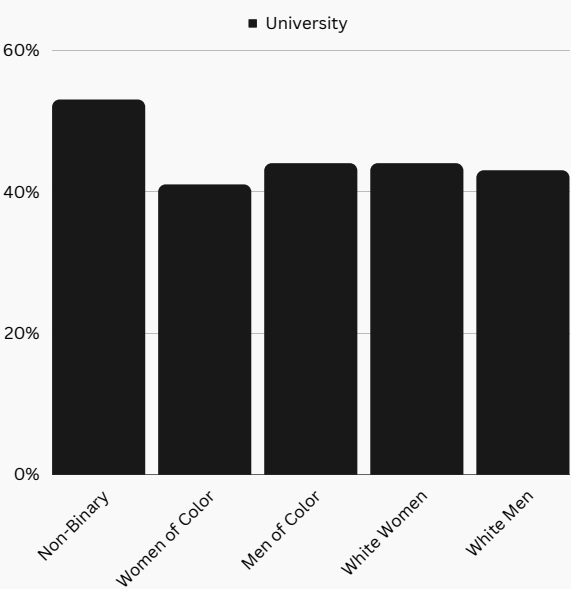
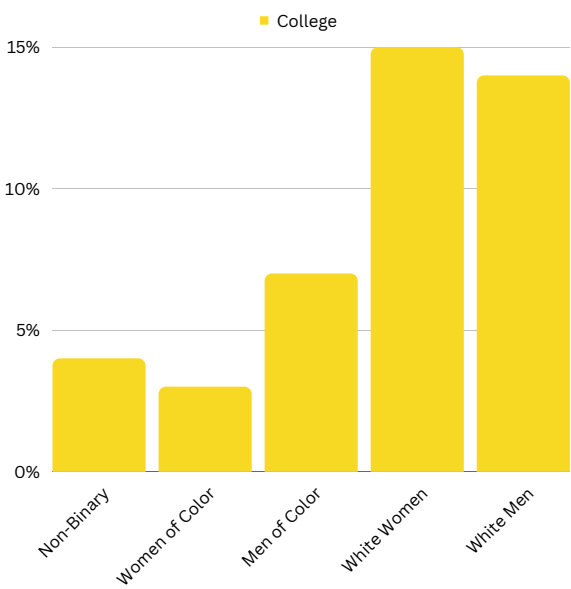
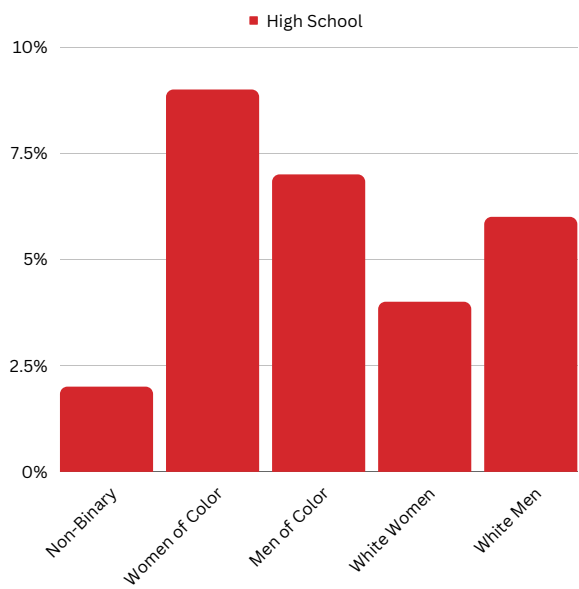
Game developers of color are more likely to **decline to disclose disability** compared to White game developers.

EDUCATION

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



Highest Level of Education Completed

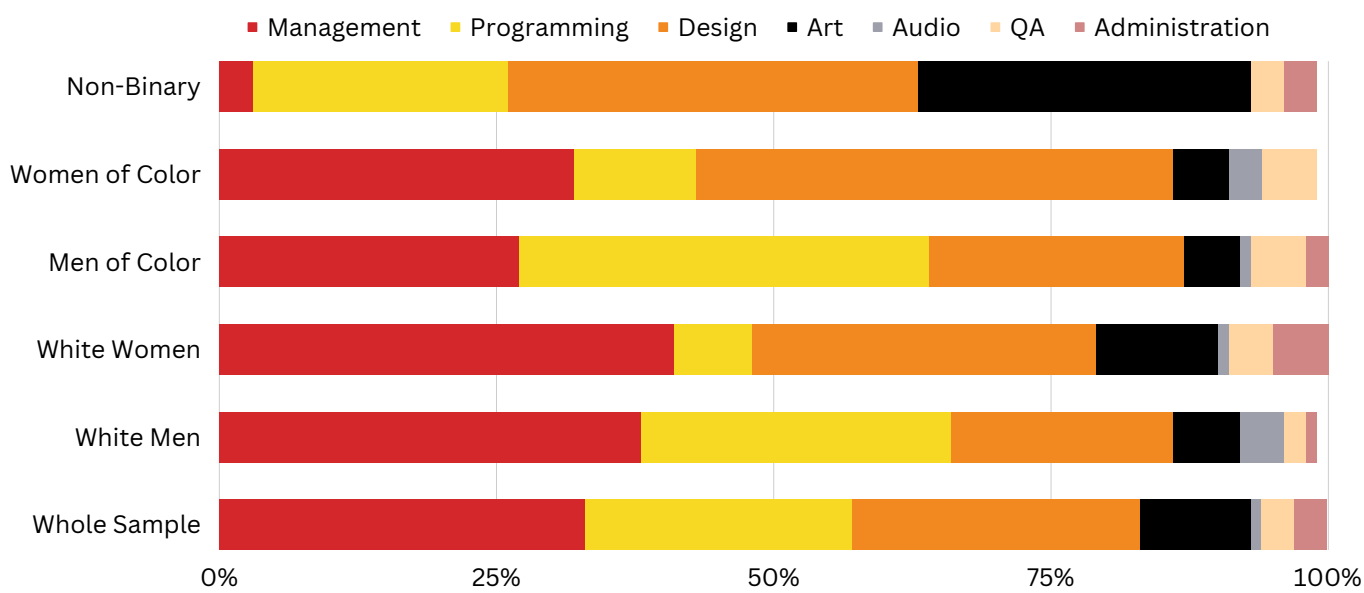


WORK ROLES



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

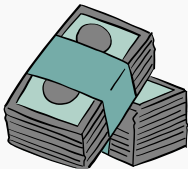
report being **independent contractors** and **freelancers** at higher rates compared to white workers.

Women & Workers of Color

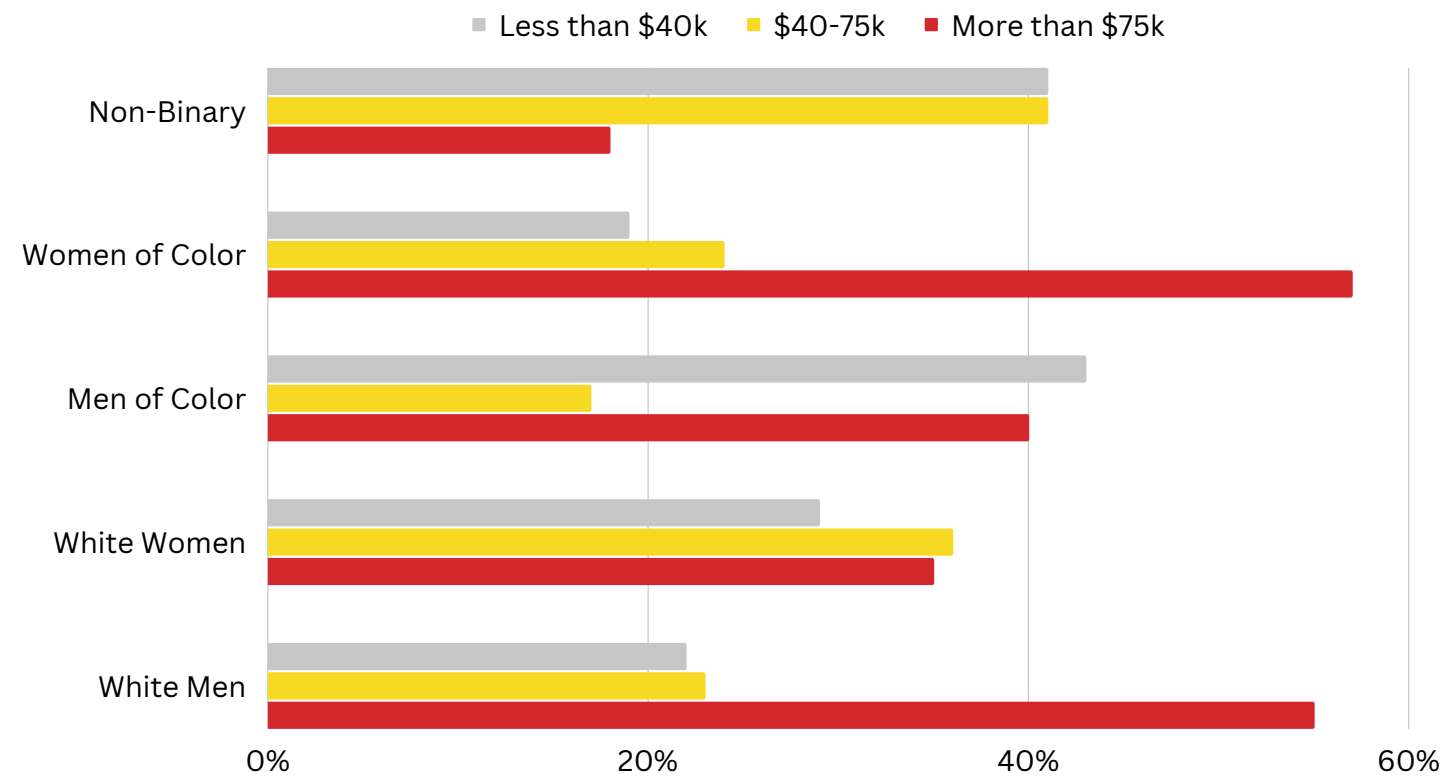
are more likely to hold **part-time positions** compared to white men.

COMPENSATION

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



Income (USD) by Gender & Ethnicity



Employees

earned **more than \$75k USD**

Freelancers

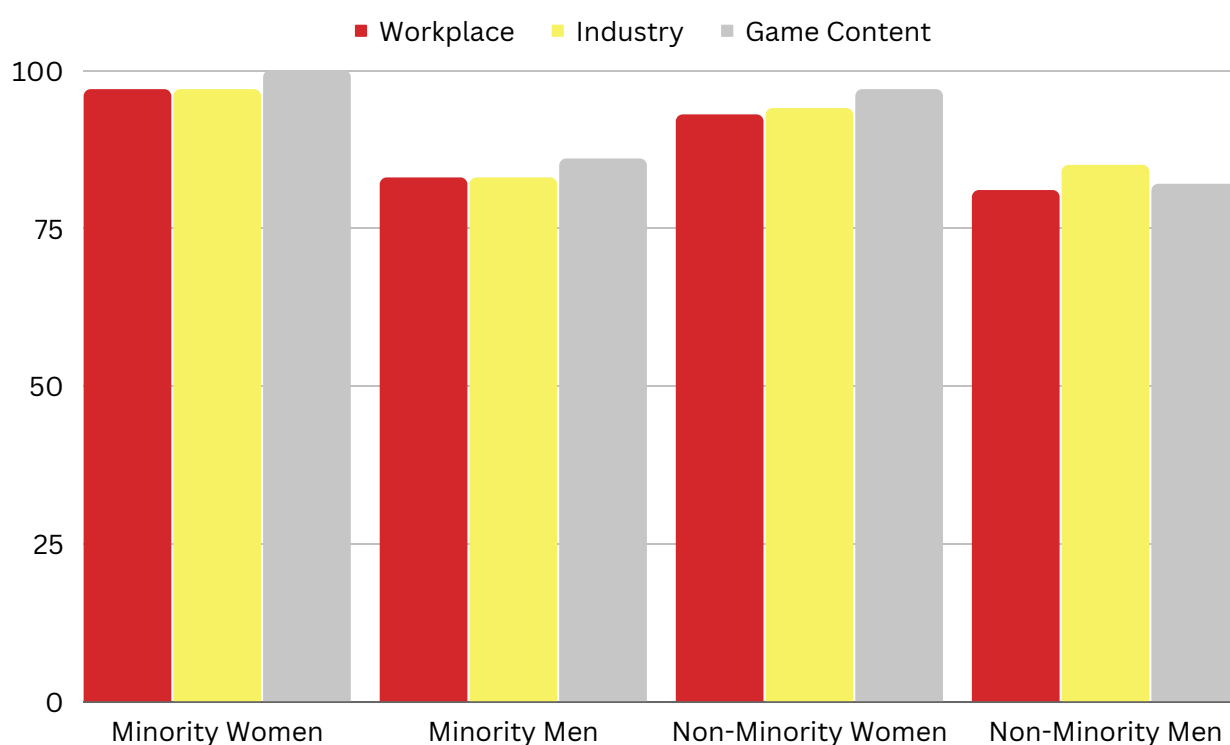
made **under \$40k**

Self-Employed

made **under \$15k**

DIVERSITY

Importance of Diversity Across Gender & Ethnicity

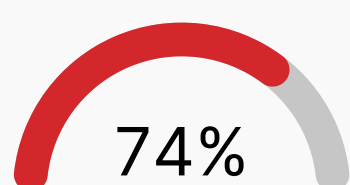


*Based on respondents indicating *Important* on workplace diversity, industry diversity, and game content diversity.

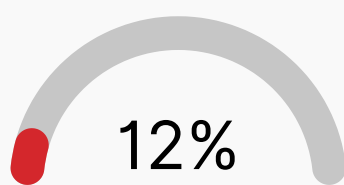
**Excludes *Neutral* and *Not Important* responses.

Equal Treatment Across Gender & Ethnicity

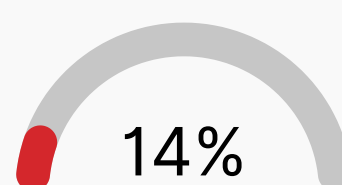
When asked "Do you feel there is equal treatment and opportunity for all in the game industry?"...



of developers responded **no**

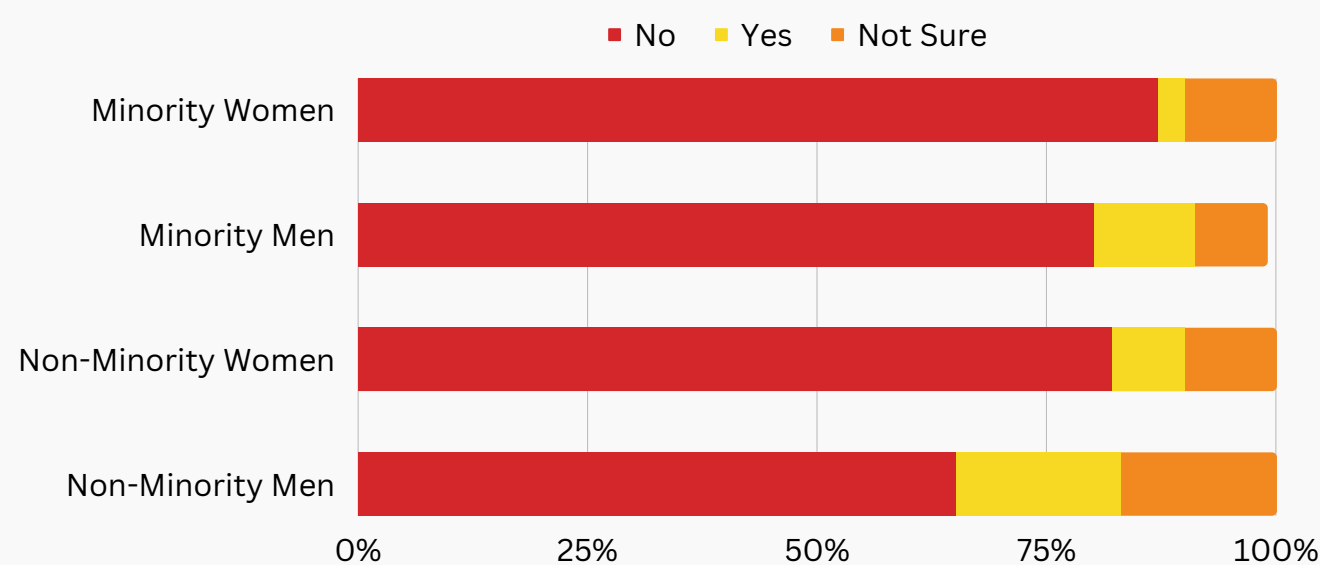


of developers responded **yes**



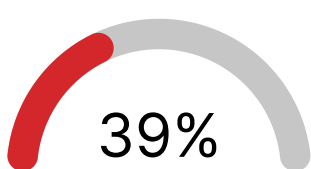
of developers were **unsure**

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

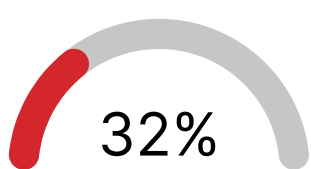


Biggest Obstacles to Diversifying Industry

Whole Sample

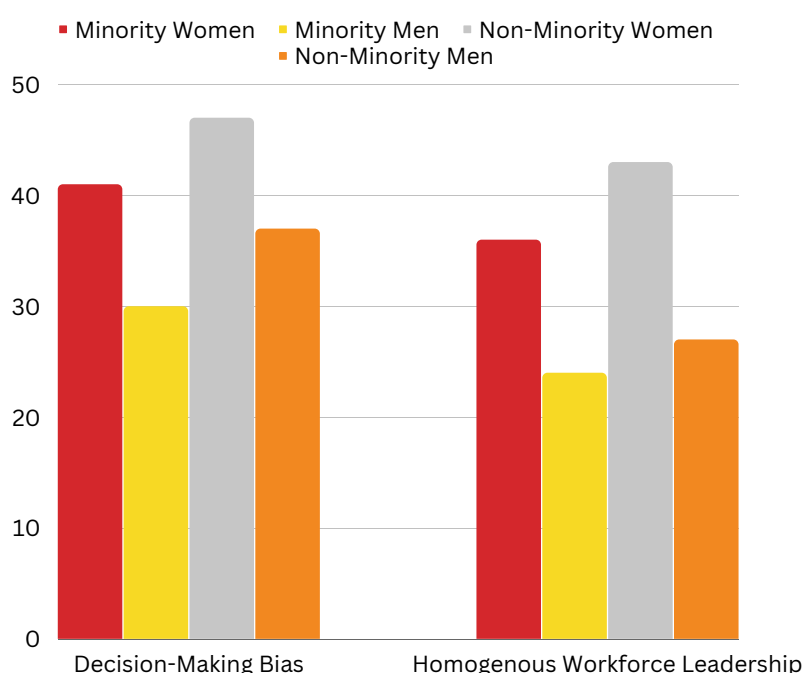


Decision-Making Bias



Homogenous Workforce / Leadership

By Respondents' Gender and Ethnicity



DSS 2021 Diversity Report

Read the full report at <http://igda.org/dss>.