The IDPro 2024 Skills, Programs & Diversity Survey

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Executive Summary

This is the seventh annual IDPro® Skills, Programs & Diversity Survey, executed independently by IDPro and made possible through the sponsorship of three of our corporate members, Acsense, Hindle Consulting, and Weave Identity. The Survey continues to inform the digital identity management industry about its practitioners and their interests, offering career, hiring, and strategic guidance to individual practitioners and to organizations running an identity management program of any scale.

Authorization continues to capture significant attention within identity management sectors, marking it as a top three priority for organizations and a key area of interest among practitioners. With nearly 28% of respondents ranking it high on their organizational priority list and 22% keen on further exploring this field, authorization's critical role is evident. This sustained focus is likely driven by rapid advancements and innovations in authorization technologies, including notable developments such as AWS's Cedar and OpenID Foundation's AuthZen.

The heightened interest in authorization isn't solely based on technological advancements; it's also a response to organizational needs for dynamic, near real-time access management. As organizations reevaluate their resource management strategies, they push forward the evolution and adaptation of standards and technologies in this space. However, the Survey indicates potential confusion or overlap in terminology, which means authorization is serving as a catch-all label for many, many things.

From a broader business perspective, digital identity remains predominantly viewed through a cybersecurity lens, despite evolving market dynamics and regulatory environments that increasingly tie identity management to customer acquisition and retention. The Survey reflects a persistent gap between the technological interest of practitioners and organizational prioritization, particularly in customer-facing technologies like verifiable credentials and decentralized identities.

When it comes to the practitioners and their tenure in the industry, the survey results indicate that the majority of respondents in the identity management field have over six years of experience, with a smaller proportion in the early to mid-career stages. Discussion among a focus group, including both early and late-stage career representatives, confirmed that this may be a true reflection of the industry's current state. They noted that companies are increasingly focusing on hiring senior-level professionals due to the critical nature of identity access management (IAM) for organizational security and services. This trend is contributing to a skills and experience gap that may become problematic as senior practitioners begin to retire, indicating a need for strategic changes in hiring and training within the field.

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Introducing the IDPro 2024 Skills, Programs & Diversity Survey

Findings

Renewed Interest in Authorization

Building off of seeming momentum in 2023, authorization is a topic that is top of mind for both respondents and their associated organizations. Remaining in the top three organizational priorities for 2024, Authorization and Access Control (including fine-grained, ABAC, PBAC, etc.) was identified by nearly 28% of respondents as a top priority for their associated organizations. From a personal interest perspective, 22% of respondents identified authorization as a topic they were interested in learning more about in the next 18 months. Those responses placed authorization just behind Verifiable Credentials and Identity Wallets and Decentralized and/or Self-sovereign Identity. Meanwhile, authorization was amongst 73% of respondents' areas of experience.

Why would an area within identity management with which just shy of three quarters of practitioners have experience also be top of mind for both organizations and practitioners? Likely the rapid change and innovation around authorization is responsible for the interest and prioritization. In the last year, the activity in the space has picked up significantly which has led to greater awareness of the space and the changes therein. Between AWS releasing Cedar to a renewed energy in OpenID Foundation's AuthZen working group, there's been a general "buzz" about authorization.

And where there is smoke, there is often fire. The renewed interest in authorization cannot merely spring from new technology vendor activity - quite the opposite in fact. Organizations are reexamining how they manage access to resources in more dynamic and near real-time ways. This then leads to technology vendor and standards activities.[1]

There is also another potential explanation for the observed response rates - a terminological one. Three different questions include "Authorization and Access Control (including fine-grained, ABAC, PBAC, etc.)" as a potential response. It is potentially an overly wide net that captures multiple somewhat related interests and priorities. Said differently, there is a chance that market definitions and terms of art around authorization are beginning to shift. And for lack of a better way to name what they are specifically

[1] In the spirit of full disclosure, multiple authors of this report are actively participating in the conversations around authorization and access management. The comments in this report are limited to what is observable from the data and prior surveys and where there is supposition it is identified as such to the best of our abilities.

interested in, practitioners are using authorization. Naming continues to be one of the hardest aspects of our world.

When Will the Business Pay Attention?

There has been significant commentary within the industry since the 2023 survey about the role of digital identity within 'the business'. Traditionally, identity and access management has tended to land within the Cybersecurity group within organizations, and although there are exceptions, it's clear that for the majority of business leaders, identity is still seen through a risk management lens.

The market landscape, however, is changing rapidly. Projects such as eIDAS in Europe, or Mobile Drivers License (mDL) in several countries including some states in North America, coupled with stronger regulation around vetting procedures (right to work, right to rent etc.) across a wide range of sectors, taken in the context of a digital-first approach, mean that organizations increasingly need to consider their digital identity projects as part of the customer acquisition and retention process as much, if not more, than the cybersecurity practice.

We've noted in previous surveys (particularly in 2022) a distinct mismatch between practitioners' and organizations' interest in those technologies that are at the core of these customer-facing initiatives — verifiable credentials, identity wallets, CIAM, and so on, This trend continues in 2024: *Verifiable Credentials and Identity Wallets* scrapes into the top 10 organizational priorities with 13% of responses; *Decentralized and/or Self-sovereign Identity* languishes toward the bottom of the table with barely 7%, Meanwhile, these same responses occupy the top two places in Individual Priorities, with 39% and 28% respectively!

It would be reasonable to assert that at least some of this variance comes about because the technology and architecture for these areas are fundamentally new, and so there is necessarily a lot of learning to do, It is also the case, however, that these technologies have been in the industry for some years now, and they have consistently garnered a high level of interest across the practitioner collective. We therefore maintain that practitioners are trying to tell the business something. Are there signs, then, that the business might be listening? Analysis of the survey results, at least, suggests that we are still some way off.

In order for the business to listen, practitioners need to understand how best to engage, what matters to the business today, and how digital identity topics can be placed into the right business context to get appropriate attention and buy-in.

In the Survey, we ask practitioners to identify non-technical skills that have served them well in their careers. *Business awareness* does make it back into the top 3 this year, with a 32% response rate, after falling to #5 on the list in 2023, However, looking at prior years we find 36% (2022) and 34% (2021)... there's not much change; and even in 2023 the response only fell to 30% — not a particularly dramatic shift; indeed, a closer review of the 2023 results shows that the skills ranked third, fourth, and fifth, were separated by just over 1%, To put in another way, four more individuals selected *Adaptability* (which made third on the list that year) over *Business Awareness*. Maybe identity professionals need more 'business' training. Maybe the business just isn't ready to listen, no matter what we do, But whatever the reason, business awareness isn't entirely working for the practitioners, at least today.

But there is hope. Aside from the ongoing commentary both within the industry and across wider society and non-trade media, there's one other change in this year's survey results that we think is notable and may affect the way organizations are starting to view digital identity as an enabler of growth and not solely a mechanism for protection.

In the list of organizational priorities, *Security Applications of Identity* has been steadily and consistently falling every year for the past four years, from 9% of responses in 2021 to below 6% this year. It's possible that this is an early harbinger of a shift away from 'identity is part of security' and — maybe! — in the direction of 'identity is a broad enabler for my business'.

This is by no means a clear and simple signal, however. There is supporting evidence of the rise of organizational interest in *Identity Proofing/Vetting/Verification* (up to 15% from 12% last year). This contrasts with a drop in *Customer/Citizen IAM* (down to 15% from 19% last year). No doubt the evolving demographic of the respondents also influences the picture.

It seems, then, that there are two possibilities — either we are starting to see a shift, or we are continuing to see resistance or unawareness of the trend, In both cases, however, the conclusion for practitioners is the same: continue to focus on developing the skills that enable you to make the business case for the role that identity plays in furthering the aspirations of your digital enterprise, If the business is ready to hear the message, then you will be well-positioned to help them, And if your business is lagging behind, then you have a critical role to play in helping them embrace the new world.

Other Notable Observations

Common, but not prioritized
Directory services, once a rite of passage and a mandatory skill set for identity practitioners, have entered their twilight years. Although over 65% of respondents indicated that they have experience with directory services, only 2% of organizations have prioritized it for the coming 18 months, and 1% of individuals are interested in learning about it. This follows similar results from last year's survey although both organizational prioritization and personal interest responses dropped by 50% in each year over year.

Although it is possible that directories will see a resurgence in interest akin to COBOL, there is little evidence that such a day is near.[2]

Large Organizations, Big Impacts?

This year, the Skills Survey saw 38% of respondents indicate that they were part of organizations with more than 10,000 employees. An additional 20% indicated that they were part of organizations that had 1,001 to 10,000 employees. Organizational size likely influences how employees respond to a variety of these survey questions. Additionally, it is likely that such organizations have more resources assigned to diversity, equity, and inclusion programs, which in turn likely have sway over responses to the diversity-related questions in this survey.

The State of the People in the Industry

The majority of respondents have over 6 years of experience in the industry. There are fewer respondents in the early to mid-career ranges (0-2 years and 3-5 years). Regardless of the amount of time people have been working in the identity field, 63% reported that it either took 3-5 years to feel proficient (36%) … or they still don't feel proficient at all (27%). This pattern has remained consistent over the last several years. We are not moving the needle as an industry in helping individuals feel proficient in the field.

As for the fewer overall respondents in the early to mid-career ranges, it's not possible to verify if our industry is indeed that late-stage career-heavy. Is this a result of how the Survey was promoted? Do early career professionals even see themselves as identity practitioners? A small focus group of individuals came together to discuss this aspect of the Survey, including both early and late-stage career representatives, and their views were that this is in fact an accurate representation of where we stand as an industry. Their experience with job searches and peer discussions indicated that companies are not hiring junior-level professionals. IAM is being recognized as critical for organizations; their security and services depend on it. Organizations are therefore only looking for senior-level practitioners. While understandable, this is slowly creating a skills and experience gap that is going to be increasingly problematic as those senior-level practitioners retire.

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[2] An author of this survey wonders whether things like identity graphs and ReBAC/RelBAC are now serving similar organizational needs.

Methodology

The 2024 IDPro Skills, Programs & Diversity Survey was conducted online. Responses were solicited from IDPro members and from non-members via several public channels including X, LinkedIn, and the IDPro website. Respondents self-selected to participate.

The survey sets out to get a sense of the industry's size, scale, and training or educational needs. This objective informs the question selection. The survey is designed to be quick and easy to take in order to reduce as many barriers to participating as possible. Where appropriate, questions and responses are consistent year over year to allow for trend analysis. Prior years' survey reports and data can be found on the IDPro website. This survey is made possible by the generous support of our members.

Tools

IDPro used SurveyMonkey to execute this anonymous survey and a combination of SurveyMonkey, Microsoft Excel, and Google Sheets to analyze the data.

Response Rates

Total Respondents	355

The total response rate for the 2024 survey was lower than in 2023 and yet greater than in 2022.

Survey Questions and Results

Demographics

The questions in this section examined the practitioner's years of experience, their location, and information about their employer.

Years in the Identity Industry

Survey Question

How many years have you worked in the identity industry or directly with identity technologies and systems?

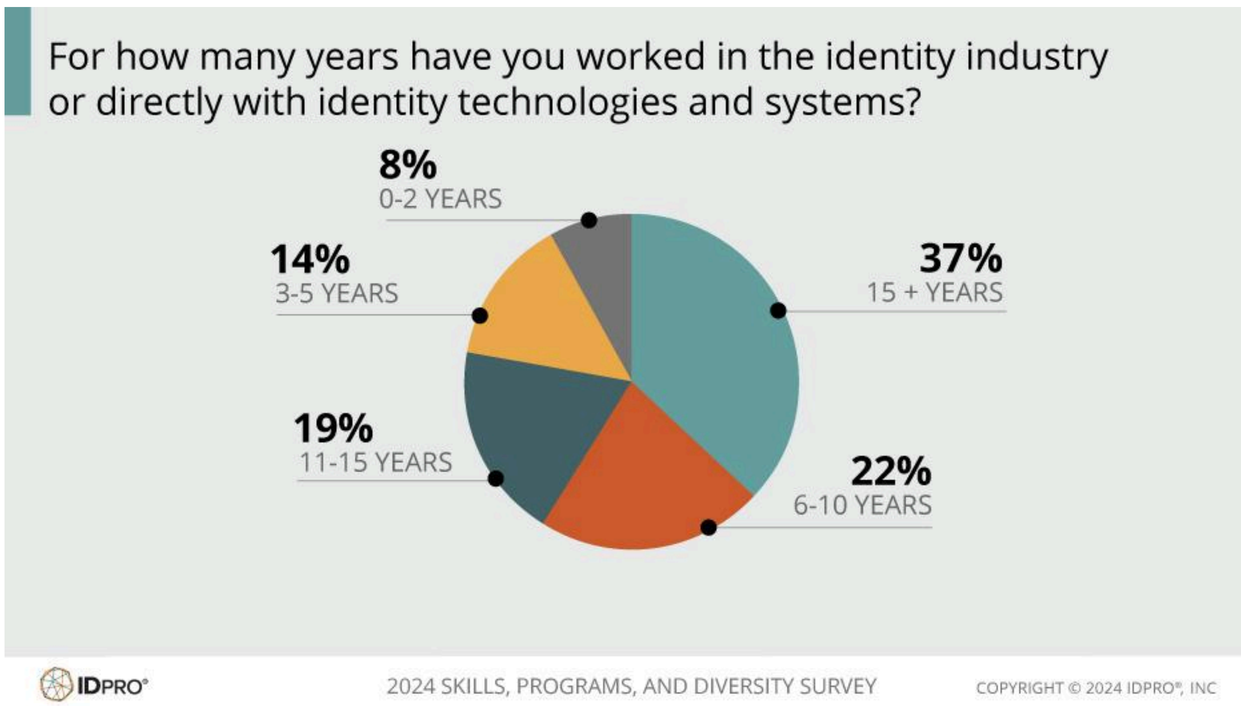
Potential Responses (select one)

- 15+ years

- 11–15 years
- 6–10 years
- 3–5 years
- 0–2 years

Question Commentary
This question provides a sense of the depth of experience of respondents and allows for segmentation of some of the other responses. Duration brackets are consistent across survey years, allowing for clear comparison.

Responses and Observations



Survey participants are starting to show a change in the demographics of tenure. The number of individuals with over 15 years of experience has edged back up to 37% from 31% last year. In turn, the percentage of individuals with 0-2 years has dropped significantly from 14% in 2023 to 8% in 2024, and even the 3-5 years has dropped from 18% to just under 14%. This is a change that will impact knowledge continuity as there appear to be fewer individuals in the early stages of their careers ready to step into more senior roles as the experienced cohort moves on. Organizations must not only prioritize knowledge transfer and retention to ensure that valuable knowledge and experience are not lost as experienced professionals leave the industry; they must also do more to make sure there are succession plans in place with more junior staff ready to step into more senior roles.

Location

Survey Question

In which geographic region are you based?

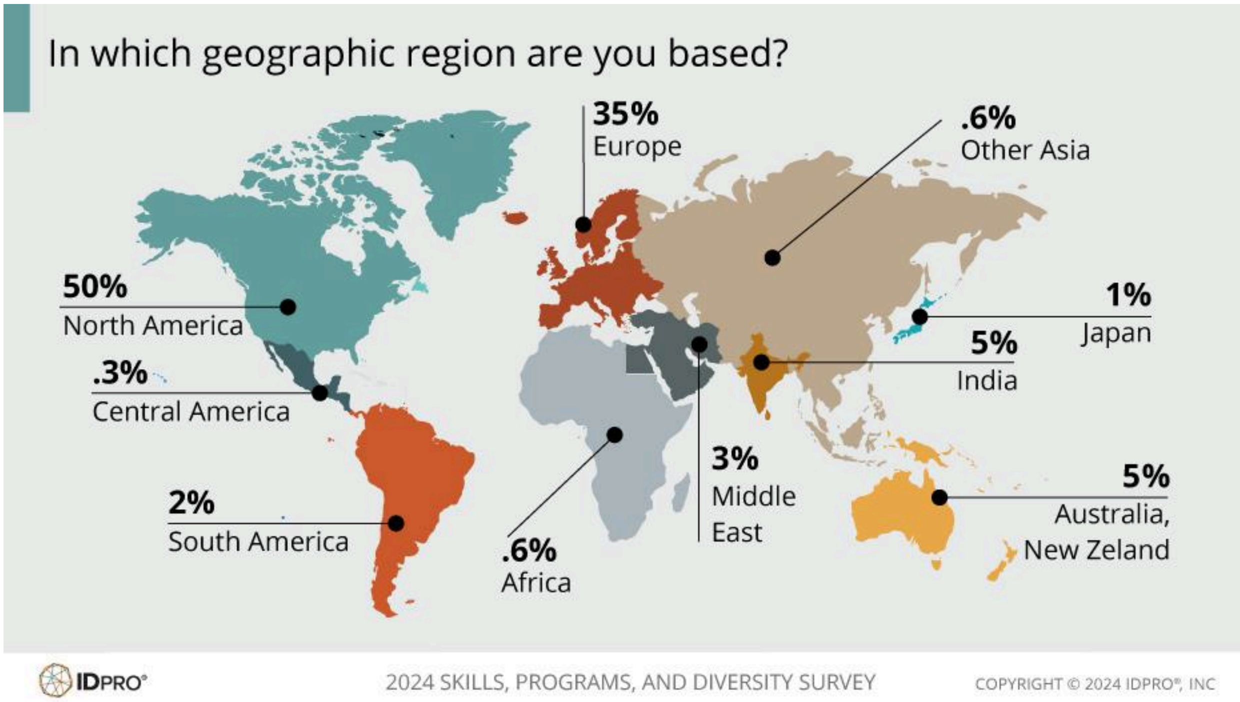
Potential Response (select one)

- Africa
- Australia and New Zealand
- Central America
- Europe
- India
- Japan
- Middle East
- North America
- Other (please specify)
- Other Asia
- South America

Question Commentary

Respondents were provided with a selection of high-level geographies (e.g., North America, Europe, etc.) to better understand how responses might be skewed regionally and to allow for the segmentation of other responses. Regions are consistent across survey years, allowing for comparison.

Responses and Observations



In 2024, we continued to see the trend of fewer respondents in the North American region, down from 70% in 2022, then 64% in 2023, and finally 50% in 2024. The European region increased significantly from 21% to 35%. Australia/New Zealand dropped down from 8% to 5%, which still sees higher participation than in 2022 at 2%. South America stayed consistent at around 2%. Asia, including Japan and Other Asia, combined to just over 1% overall, whereas India increased from 2% in 2023 to 5%. Africa and Central America both remain below 1%, as did Central America. As noted in previous years: *the industry as a whole must continue to consider how it can foster global participation and the exchange of ideas.*

Industry

Survey Question
In what industry do you work?

Potential Response (select one)

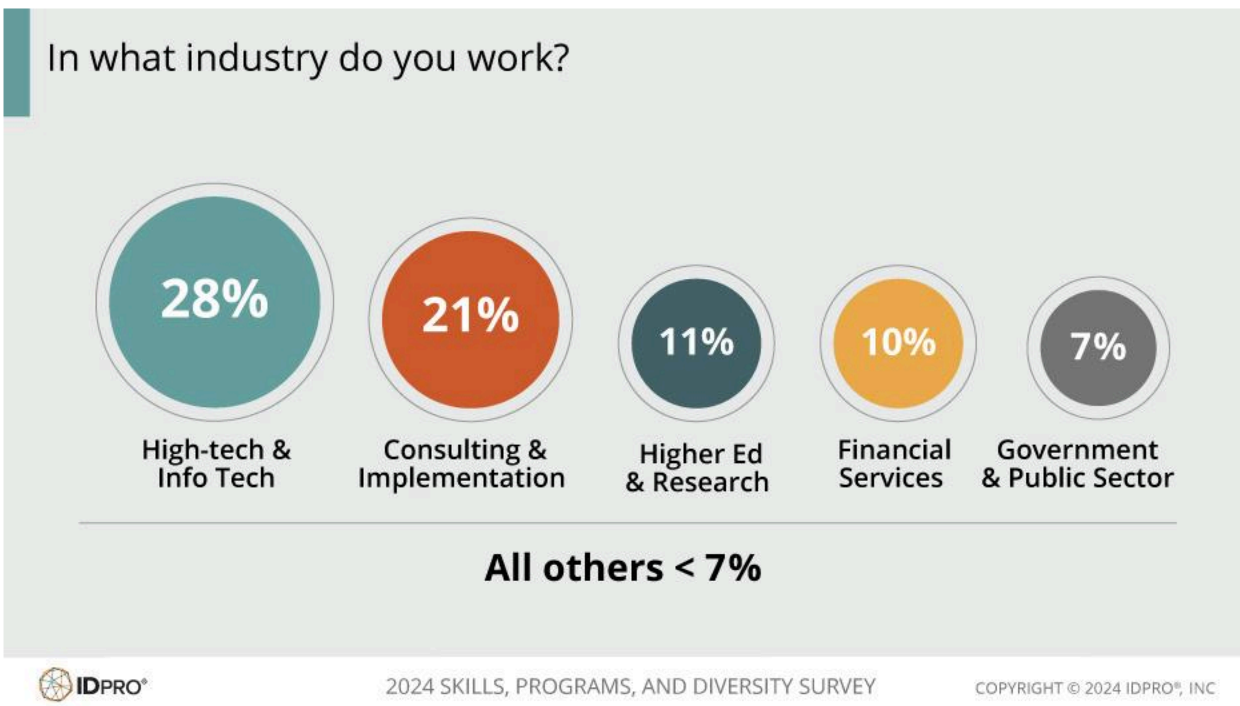
- Aerospace and Defense
- Automotive
- Consulting and Implementation Services
- Consumer Packaged Goods
- Financial Services
- Government and Public Sector

- Healthcare and Life Sciences
- Higher Education and Research
- High-Tech and Information Technologies
- Insurance (added for 2019)
- K-12 Education
- Manufacturing
- Media and Publishing
- Non-Profit or Charity
- Other (please specify)
- Retail
- Telecommunications

Question Commentary

The categories in this area remained the same as in 2023.

Responses and Observations



High-Tech and Information Technologies dropped again, this time from 32% in 2023 to 28% in 2024. *Consulting and Implementation Services* stayed fairly steady at 21%. *Government and Public Sector* dropped back from 11% in 2023 to 7% in 2024. Responses from *Financial Services* stayed relatively flat at 10% this year, and *Higher Education and Research* similarly stayed fairly flat at 11%. *Retail* had the biggest jump from 3% to nearly 7%. All other industries filled in the remaining responses.

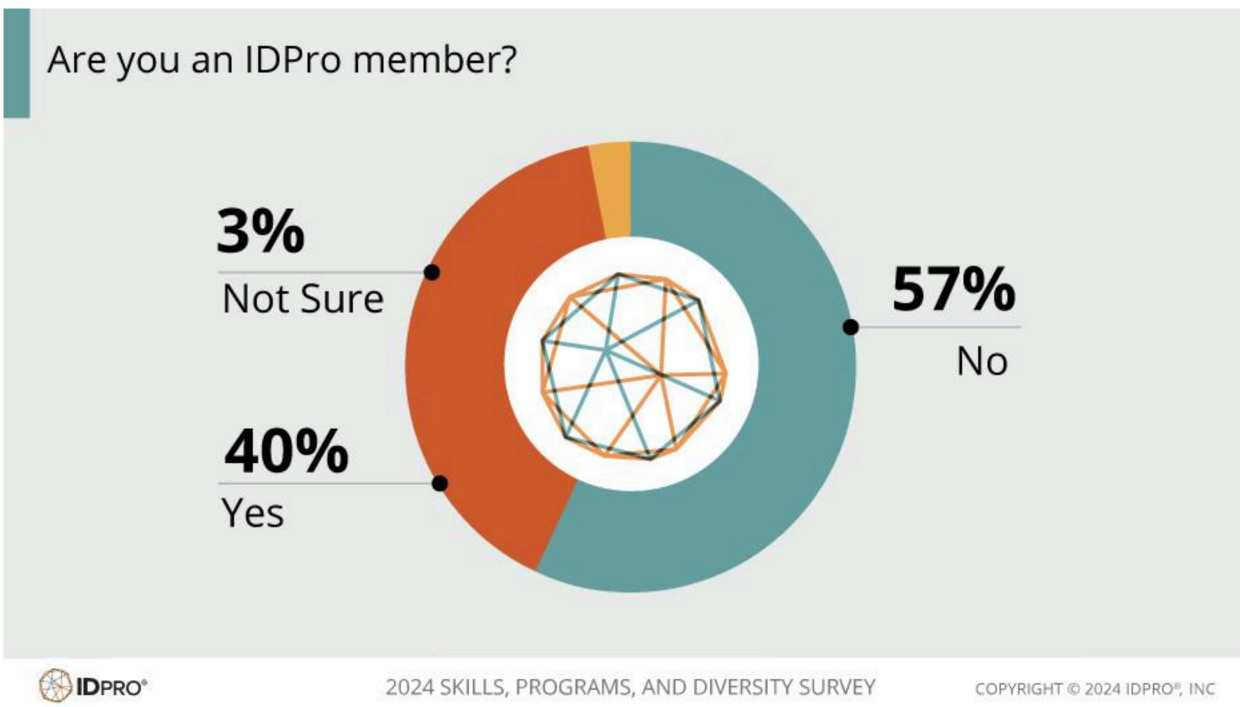
IDPro Membership

Survey Question:
Are you an IDPro member?

Potential Response (select one)
- Yes
- No
- Unsure

Question Commentary

Responses and Observations



CIDPRO

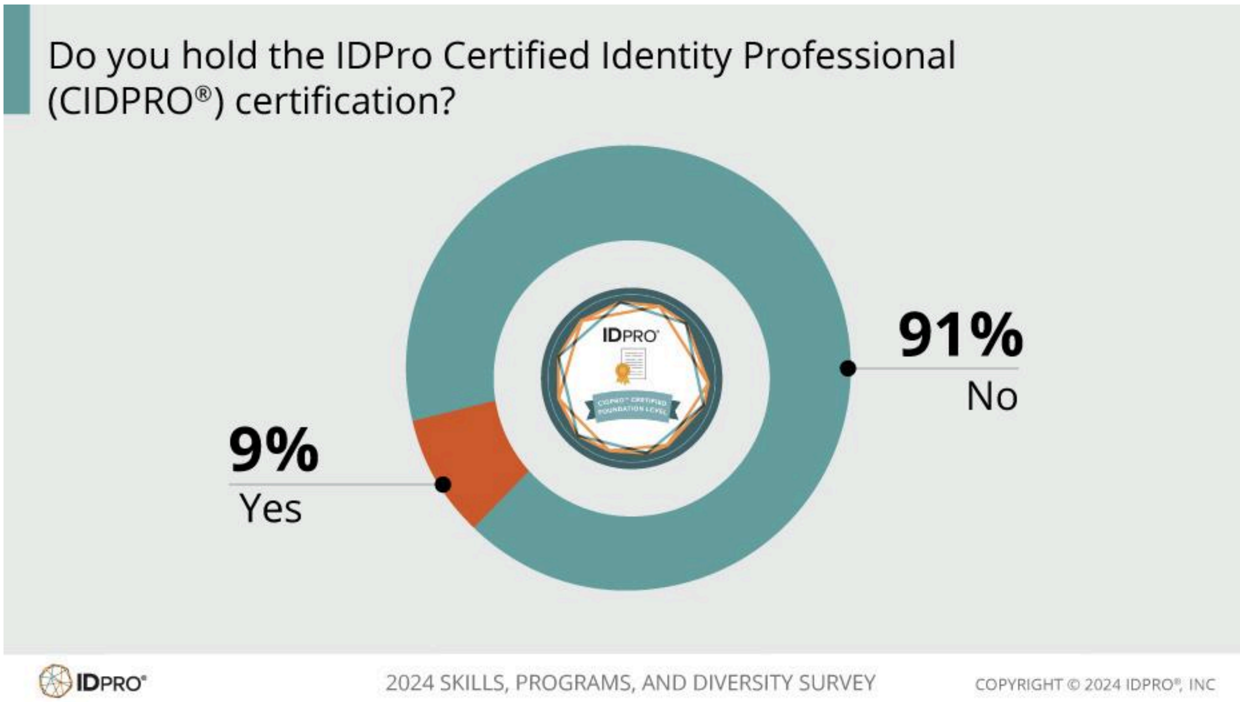
Survey Question
Do you hold the IDPro Certified Identity Professional (CIDPRO) certification?

Potential Response (select one)

- Yes
- No

Question Commentary

Responses and Observations



Employer Size

Survey Question

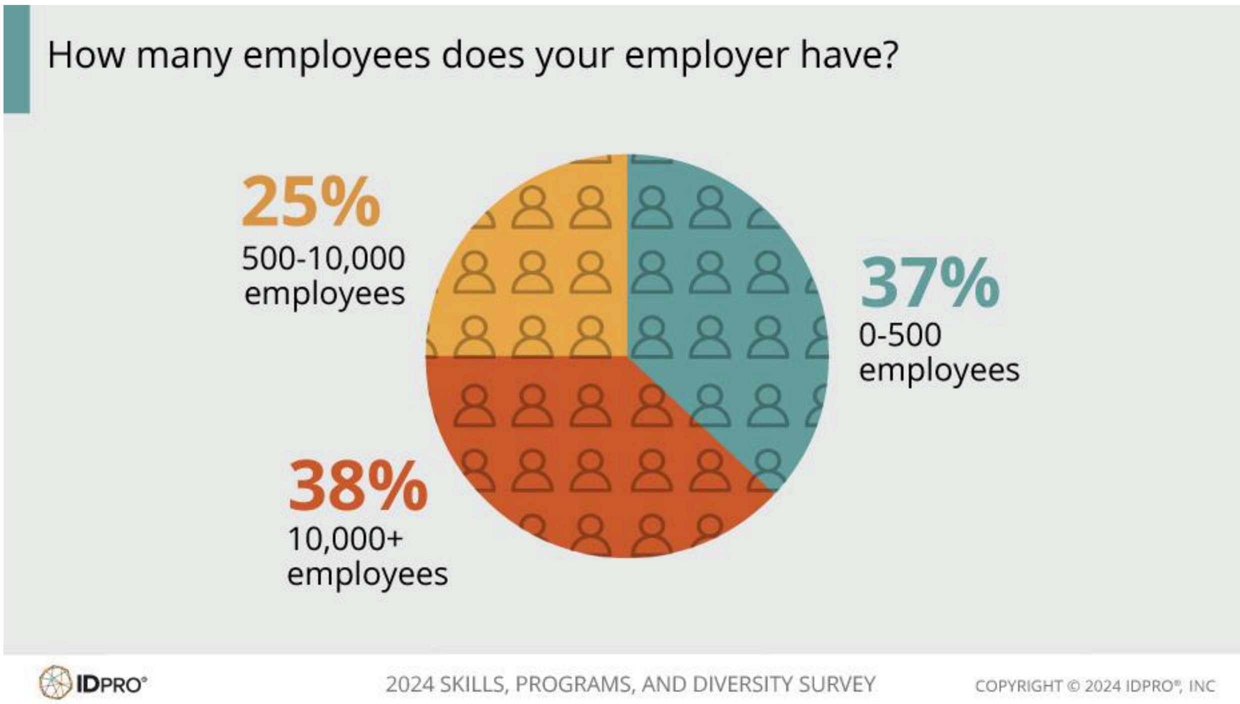
How many employees does your employer have?

Potential Response (select one)

- 0–25 employees
- 26–50 employees
- 51–100 employees
- 101–500 employees
- 501–1000 employees
- 1001–10,000 employees
- More than 10,000 employees

Question Commentary
The available bracket size options have been kept consistent since the initial Survey in 2018.

Responses and Observations



This year's survey saw the percentages stay fairly steady for the number of employees per respondent employer, with 38% responding from large companies, 26% from medium companies, and 37% from small companies.

Experience

Areas of Experience

Survey Question
Areas of identity in which you have current or previous experience.

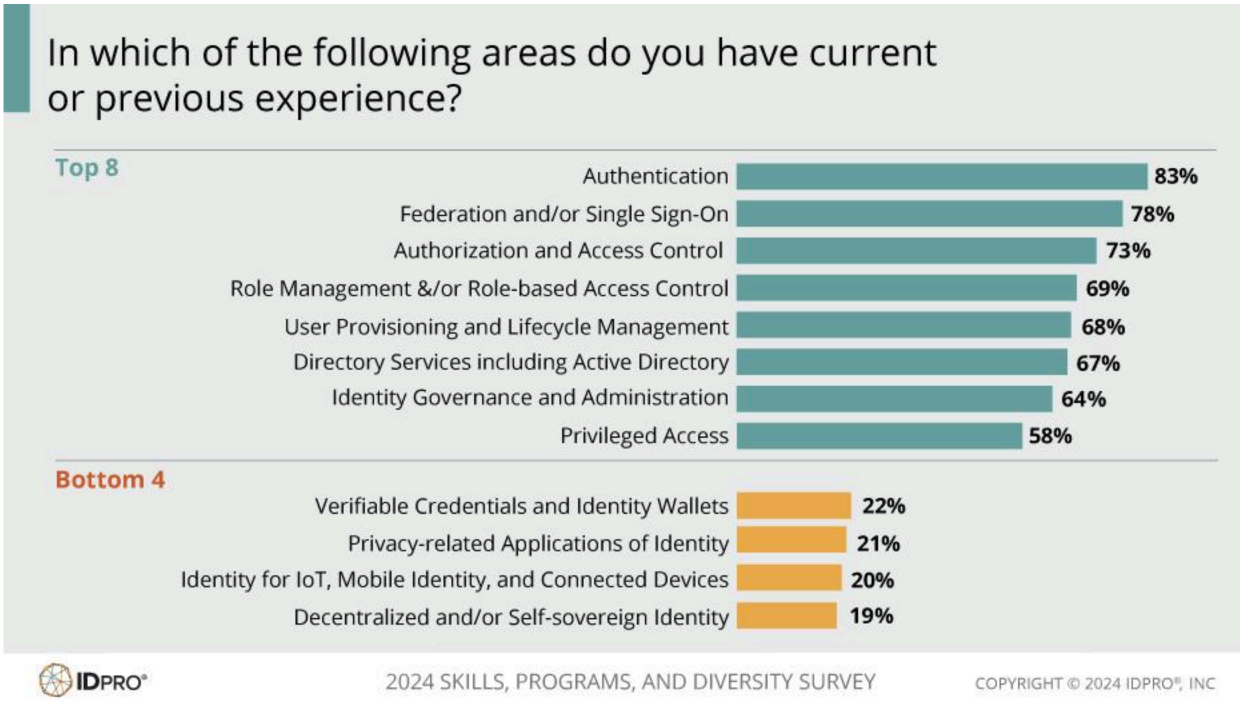
Potential Responses (Select all that apply)
- Access Certification
- API Protection
- Biometrics
- Decentralized and/or Self-sovereign Identity

- Contextual/Risk-based Authentication
- Customer/Citizen Identity and Access Management
- Directory Services including Active Directory
- Authorization and Access Control (including fine-grained, ABAC, PBAC, etc.)
- IDaaS; Cloud Identity Management
- Identity Governance and Administration
- Identity for IoT, Mobile Identity, and/or Connected Devices
- Identity for Services, Processes, and Hosts
- Identity Proofing/Vetting/Verification
- Identity Standards Development
- Authentication (including, strong, multi-factor, WebAuthn, etc.)
- Non-person Entity Identity
- Privacy-related Applications of Identity
- Privileged Access
- Role Management and/or Role-based Access Control
- Security Applications of Identity
- Verifiable Credentials and Identity Wallets
- User Provisioning and Lifecycle Management
- Federation and/or Single Sign-On
- Other (please specify)

Question Commentary

The options available for responses changed again in the 2023 edit to allow for a wider understanding of our respondents' skills and expertise. Removed response options included *Fine-grained Authorization including Attribute- and Policy-Based Access Control*; *Machine to Machine*; *Mobile Identity Management*; *Multi-factor/Strong Authentication*; and *Web Access Management*. In their place we added *Authorization and Access Control (including fine-grained, ABAC, PBAC, etc.)*; *Mobile Identity*, *Identity for Services*, *Processes*, *and Hosts; Authentication (including, strong, multi-factor, WebAuthn, etc.)*; *Non-person Entity Identity*; and *Verifiable Credentials and Identity Wallets.*

Responses and Observations



The top six slots for current or previous experience have remained the same. Even slots seven and eight, *IGA* and *Privileged Access,* only swapped places but otherwise remained in the top ten.

While a hot topic at all identity-related conferences in 2023, *Verifiable Credentials & Identity Wallets* remain quite low, though not as low as it was in 2023 (16%). In 2024, this rose to 22% when it comes to practitioners reporting any experience with these technologies.

Years to Proficiency

Survey Question

How long did it take you to feel that you're a proficient identity professional?

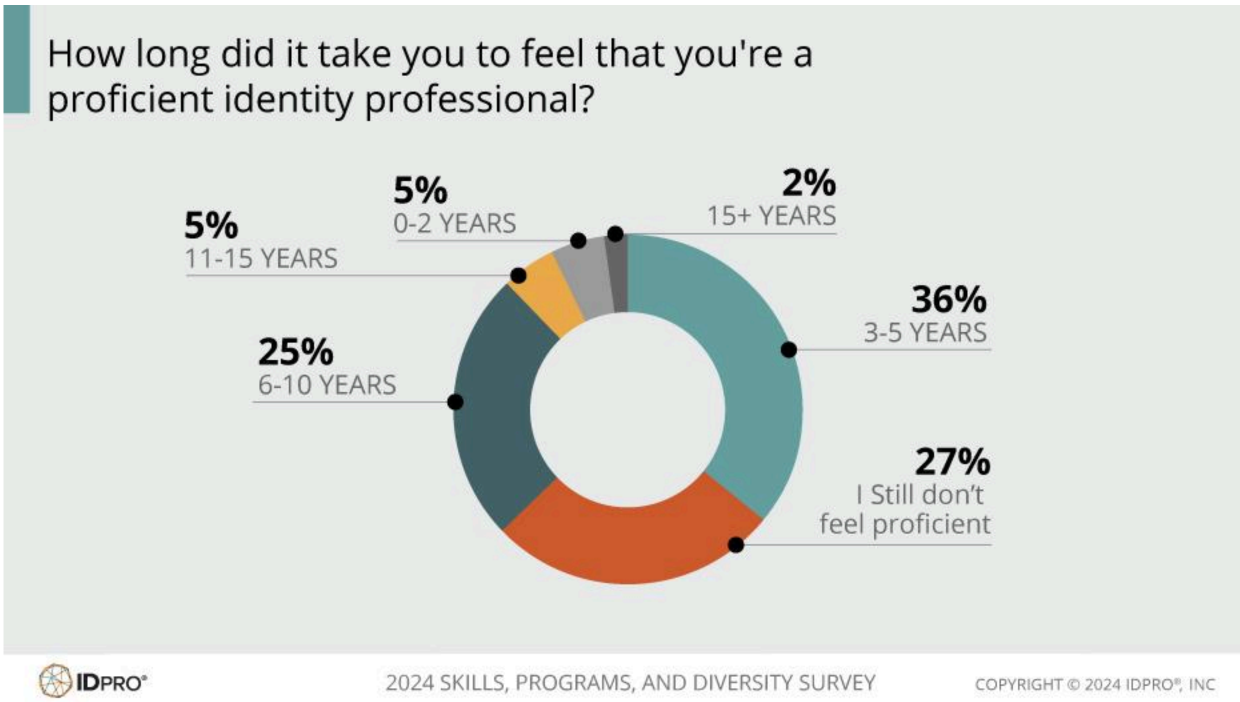
Potential Response

- 0 to 2 years
- 3–5 years
- 6–10 years
- 11–15 years

- 15+ years
- I still don't feel proficient

Question Commentary
This question is necessarily and deliberately subjective; the time brackets match the options in question 1 regarding years of experience in the field.

Responses and Observations



Rather than feeling more proficient over time, over a quarter of the respondents continued to report that they still do not feel proficient in the field, showing 27% in 2024. Unfortunately, the 0-2 years category dropped significantly from 9% in 2023 to 5% in 2024. Correspondingly, 6-10 years grew from 21% in 2023 to 25%. The 3-5 year category stayed flat at 35%, as did 15+ years at 2%.

Skills

Questions in this section explore which technical and non-technical skills practitioners rely upon to be effective as well as things they wish they had to make them even more successful.

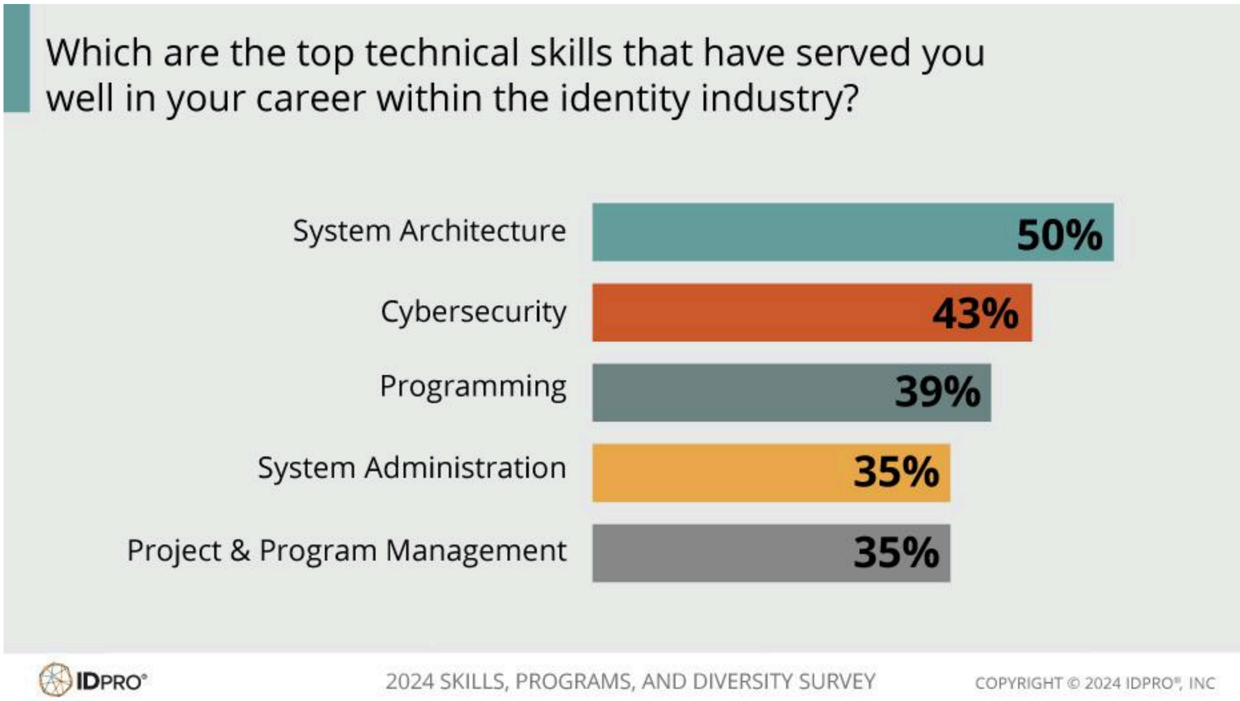
Technical Skills

Survey Question
Which of the following would you consider to be the top 3 technical skills that have served you well in your career within the identity industry? (Choose no more than 3 skills.)

Potential Responses
- Cloud Architecture
- Cybersecurity including threat modeling and cloud security
- Data Modeling
- Data Science
- Database Administration
- Finance and accounting
- Networking and/or Network Management
- Other (please specify)
- Programming
- Project and Program Management
- System Administration
- System Architecture
- Technical Writing

Question Commentary
The list of response options reflects areas typical for individuals working within the identity industry and is unchanged from 2019.

Responses and Observations



The most selected technical skills remain roughly the same. The most significant change is the growth of *System Administration* from 29% in 2023 to 35% in 2024. It is now tied with *Project & Program Management*.

Non-technical Skills

Survey Question
Which of the following would you consider to be the top 3 non-technical skills that have served you well in your career within the identity industry? (Choose no more than 3 skills.)

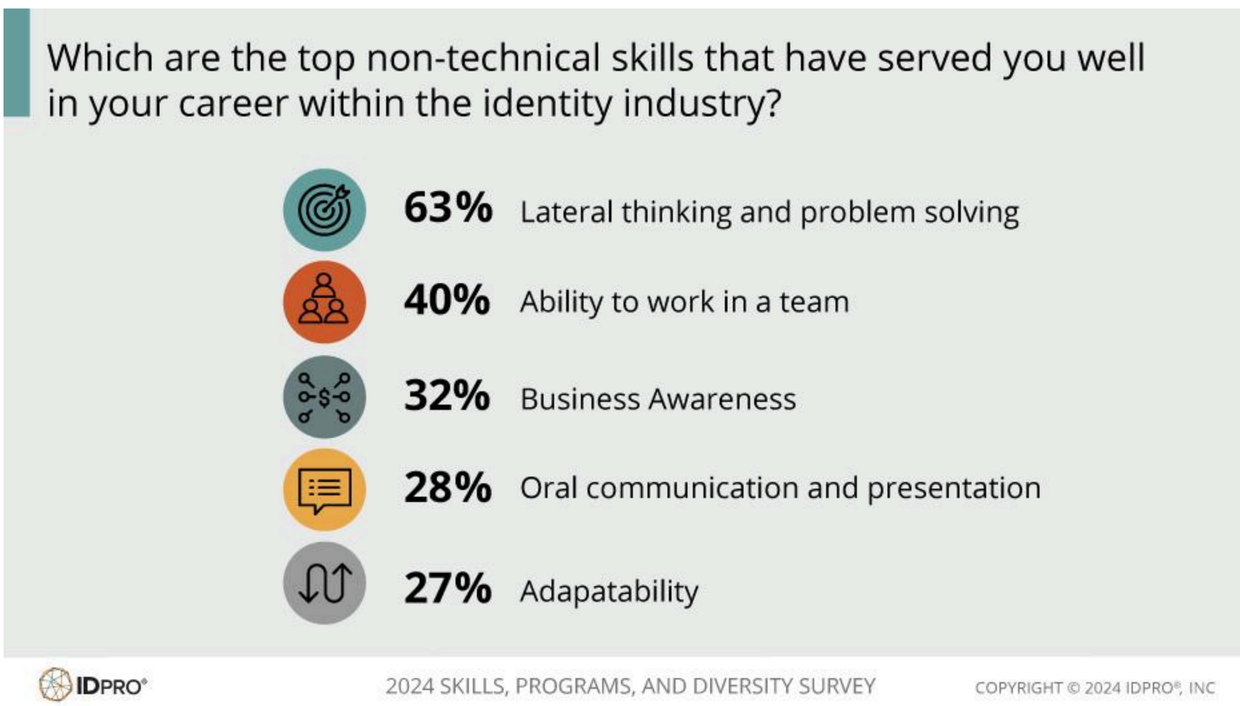
Potential Responses

- Ability to work in a team
- Adaptability (added for 2019)
- Business Awareness
- Determination and grit
- Empathy
- Foreign language proficiency
- Humor
- Lateral thinking and problem solving
- Negotiating; pitching
- Oral communication and presentation

- Organization and management
- Other (please specify)
- Time Management
- Written communication

Question Commentary
The list of responses is unchanged from 2019.

Responses and Observations



Lateral Thinking and Problem Solving remain strongly at the top of the list at 63%. *Adaptability* and *Business Awareness* have swapped places again, though both remain in the top five.

If You Could Have One Thing...

Survey Question
If you could have had one of the following, which do you think would have been most useful to you to ensure your professional success:

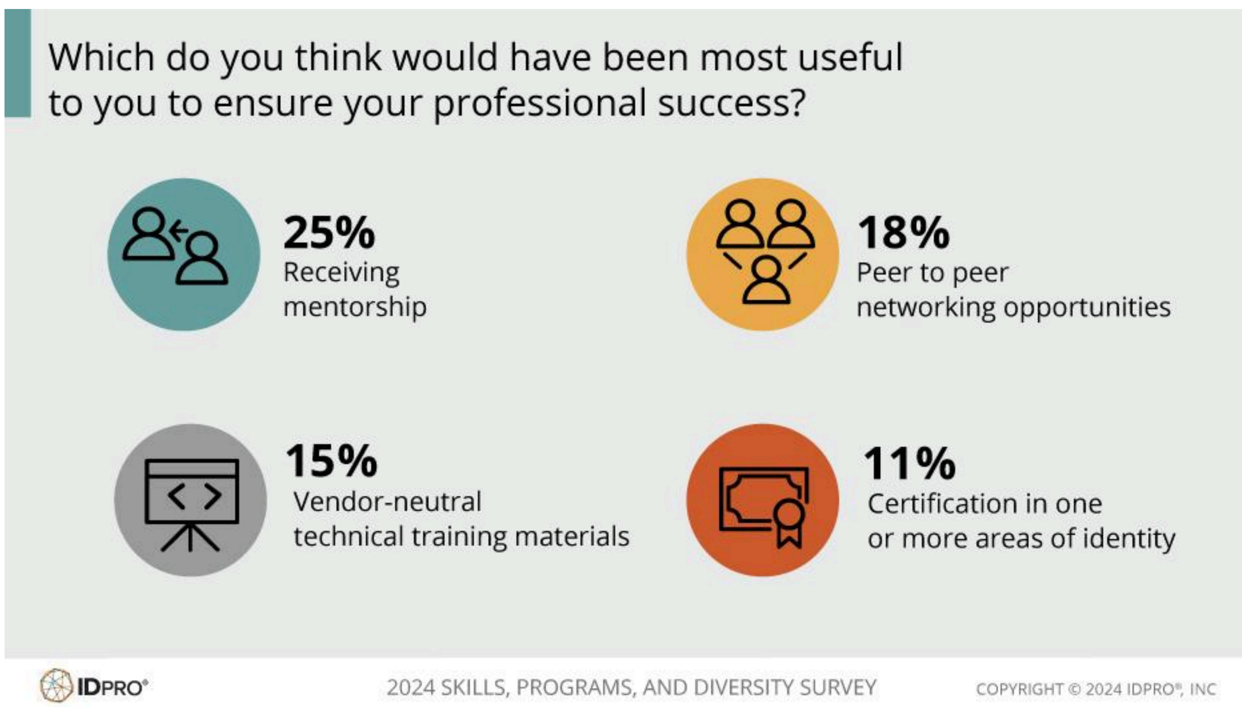
Potential Response

- Certification in one or more areas of identity
- Opportunities to blog or otherwise contribute to an industry newsletter or publication
- Opportunities to present at an industry meet-up or conference
- Opportunities to teach other identity professionals
- Other (please specify)
- Participation in Professional Organizations
- Peer to peer networking opportunities
- Providing mentorship
- Receiving mentorship
- Scholarships/Grants to attend industry conference
- Vendor-neutral technical training materials

Question Commentary

The options for responses remained the same from 2022.

Responses and Observations



Mentoring and training continue to be viewed as essential to ensuring success within the identity industry and saw a slight increase to 25%. *Peer-to-Peer Networking Opportunities* also saw a significant increase from 14% in 2023 to 17% in 2024, whereas *Certification in One or More Areas of Identity* dropped back down from 16% in 2023 back to its 2022 numbers of 11%. *Vendor-neutral Technical Training Materials* remained fairly steady at 15%.

Priorities

This section of the Survey explores what respondents consider to be their employer's top identity-related priorities for the next 18th months, as well as their own individual areas of interest. This helps to elucidate the differences between personal and corporate priorities and explores any potential gaps in skill sets, training, development, and staffing at the trend level.

Enterprise Priorities

Survey Question
What are your organization's (or your customer's organizations) top 6 identity-related priorities for the next 18 months? (Select no more than 6)

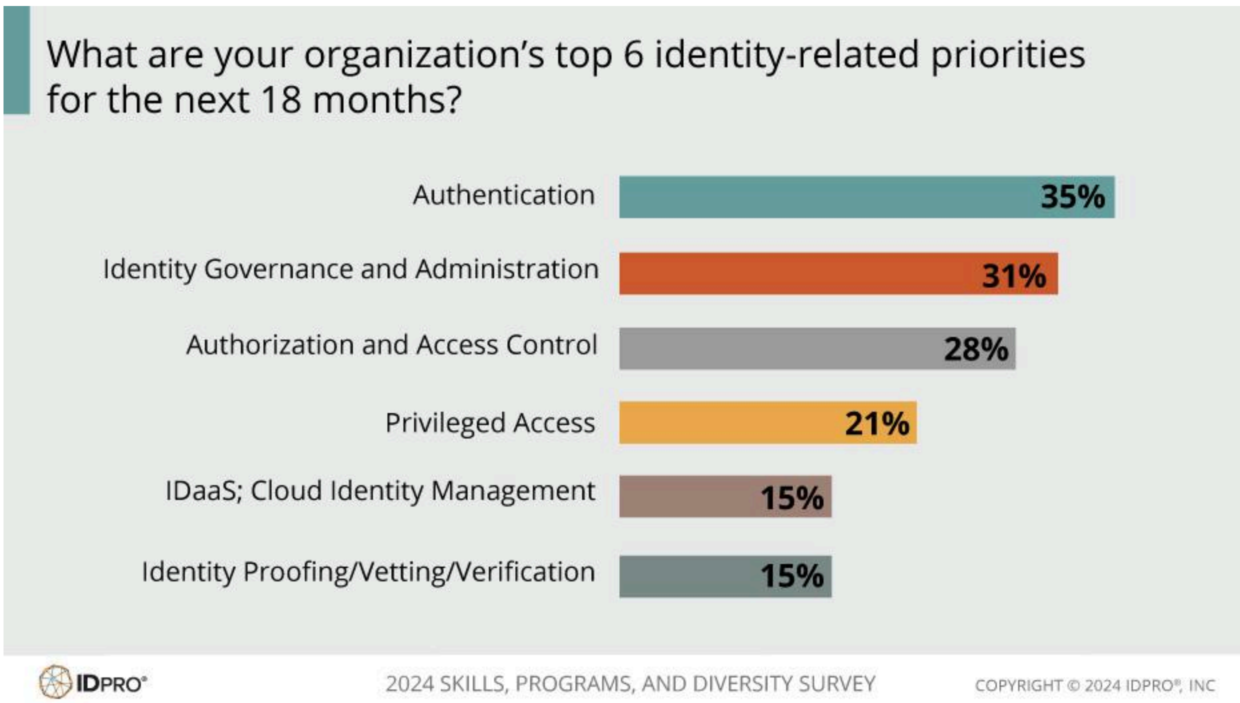
Potential Responses

- Access Certification
- API Protection
- Biometrics
- Decentralized and/or Self-sovereign Identity
- Contextual/Risk-based Authentication
- Customer/Citizen Identity and Access Management
- Directory Services including Active Directory
- Authorization and Access Control (including fine-grained, ABAC, PBAC, etc.)
- IDaaS; Cloud Identity Management
- Identity Governance and Administration
- Identity for IoT, Mobile Identity, and/or Connected Devices
- Identity for Services, Processes, and Hosts
- Identity Proofing/Vetting/Verification
- Identity Standards Development
- Authentication (including, strong, multi-factor, WebAuthn, etc.)
- Non-person Entity Identity
- Privacy-related Applications of Identity
- Privileged Access
- Role Management and/or Role-based Access Control
- Security Applications of Identity
- Verifiable Credentials and Identity Wallets
- User Provisioning and Lifecycle Management
- Federation and/or Single Sign-On
- Other (please specify)

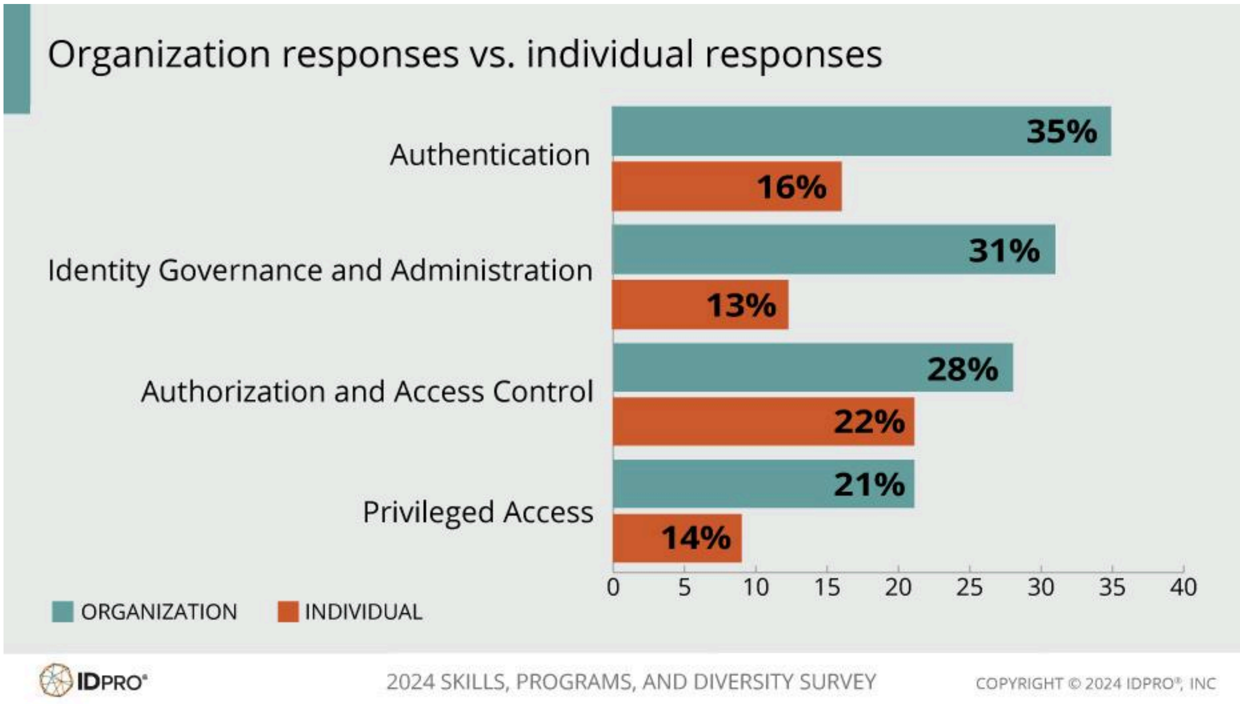
Question Commentary
The options available for responses remained the same for 2024.

It is important to note that the responses given here are from the individual practitioners' perspective. As such, they may not directly align with the actual organizational priorities but instead provide insight into what the practitioner perceives as important to their employer.

Responses and Observations



The prioritization of *Authentication* settled back down from 40% in 2023 to 35% in 2024. The corresponding interest on the individual's interest side also dropped (see next question). Enterprise prioritization of *Authorization and Access Control* stayed steady at 27%. *IGA* bumped back up to its 2022 numbers at 31%, putting it in second place in the rankings for organizational priorities. *IDaaS* saw another significant drop, shifting from fourth at 20% to fifth at 15%.



Individual Priorities

Survey Question
As an individual practitioner, what are the top identity-related areas you are interested in learning about in the next 18 months? (Choose no more than 6.)

Potential Responses

- Access Certification
- API Protection
- Biometrics
- Decentralized and/or Self-sovereign Identity
- Contextual/Risk-based Authentication
- Customer/Citizen Identity and Access Management
- Directory Services including Active Directory
- Authorization and Access Control (including fine-grained, ABAC, PBAC, etc.)
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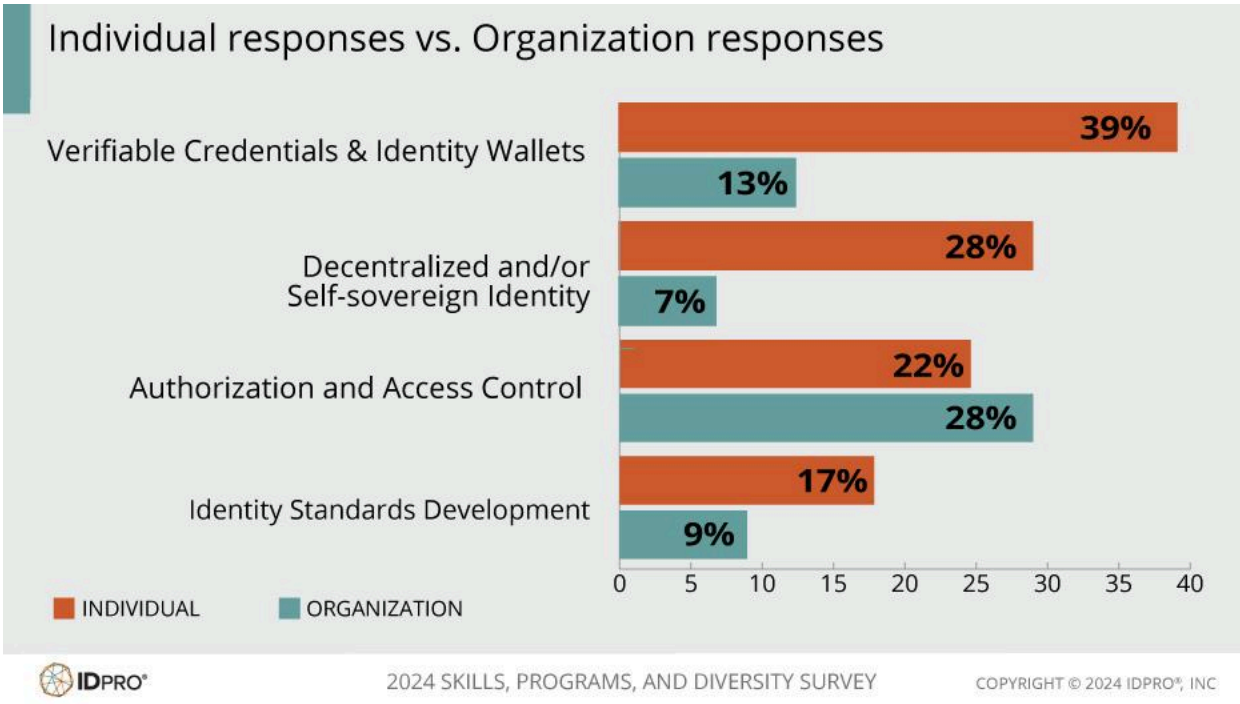
- Identity Standards Development
- Authentication (including, strong, multi-factor, WebAuthn, etc.)

- Non-person Entity Identity
- Privacy-related Applications of Identity
- Privileged Access
- Role Management and/or Role-based Access Control
- Security Applications of Identity
- Verifiable Credentials and Identity Wallets
- User Provisioning and Lifecycle Management
- Federation and/or Single Sign-On
- Other (please specify)

Question Commentary
The options available for responses remained the same for 2024.

Responses and Observations

Personal identity technologies continued to grow in interest for individual practitioner interests, with *Verifiable Credentials and Identity Wallets* another 5% to 39% and *Decentralized and/or Self-sovereign Identity* at 27% for 2024. *Authorization* has the biggest single change in the Survey, increasing from 12% in 2023 to 22% in 2024. Identity Standards Development also saw a major increase, from 10% in 2023 to 17% in 2024, putting it back in the top 5.



When comparing individual interests to enterprise priorities, personal identity technologies continue to show a significant disconnect. This may be a result of identity practitioners being interested in identity in ways that individuals in other sectors are not. It may also be an area that changes in the next few years as government regulation starts to require more individual control over their digital identity and how it is used.

Diversity

It is now well understood that diverse and inclusive teams perform better work and make better decisions. For the digital identity industry specifically, however, there is the added consideration that the solutions we build must be fit for purpose for a globally representative audience. This requires a diverse body of professionals.

This section of the Survey provides some insight into sector-specific data on the overall composition of the identity profession, and the level of proactive attention given to this area by key employers in the sector.

It is important to note that these questions tend to be highly personal and—for many—emotive and sensitive. For these reasons, this section of the Survey was made entirely optional. This year, approximately a third of the participants chose to skip responding to these questions.

Increased engagement and response from both members and non-members alike allow us to start to provide insight and recommendations to the industry as a whole. We will continue to refine this part of the Survey in future years.

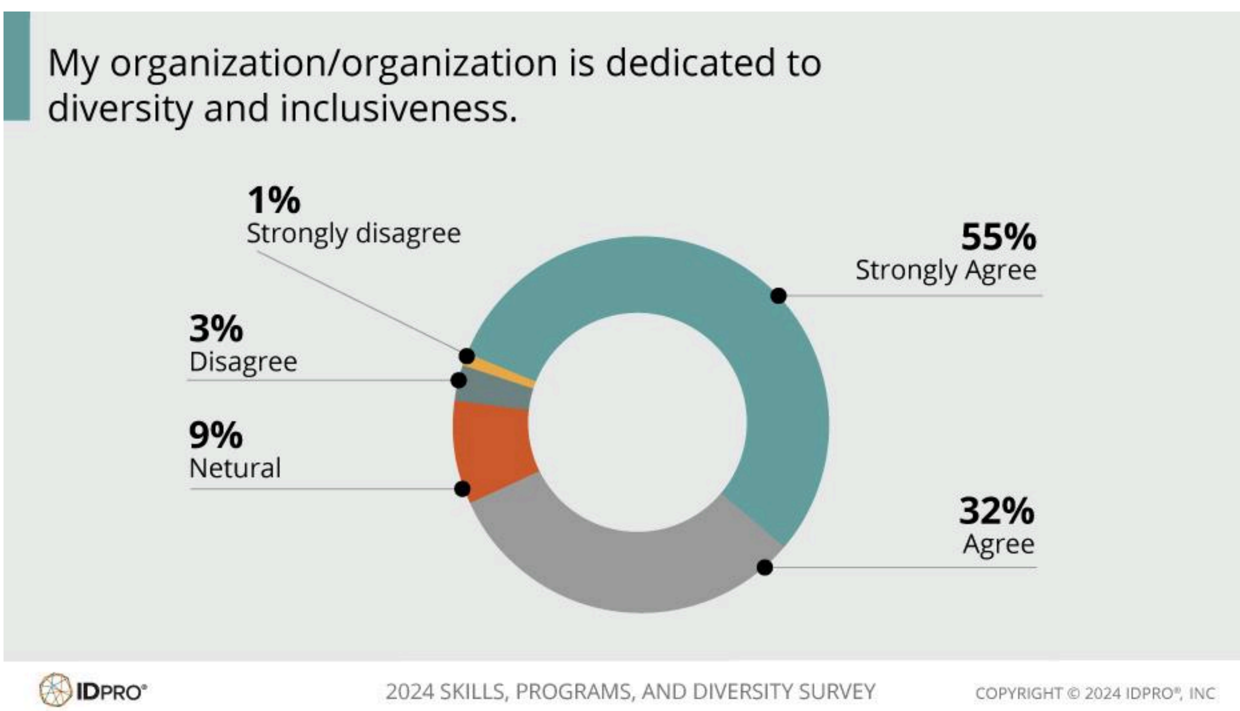
Workplace Diversity and Inclusion

Survey Question
My organization/organization is dedicated to diversity and inclusiveness.

Potential Responses
- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Question Commentary
Building diverse and inclusive teams requires leadership and support throughout the organization, driven as a priority by senior leadership. This question explores how well-established this endeavor is across the industry.

Responses and Observations



Almost all of the Survey participants either agreed or were at least neutral that their organization is dedicated to diversity and inclusion. The number stayed fairly steady for those who Agreed or Strongly Agreed at 87% in 2024 as compared to 88% in 2023.

Diversity and Hiring

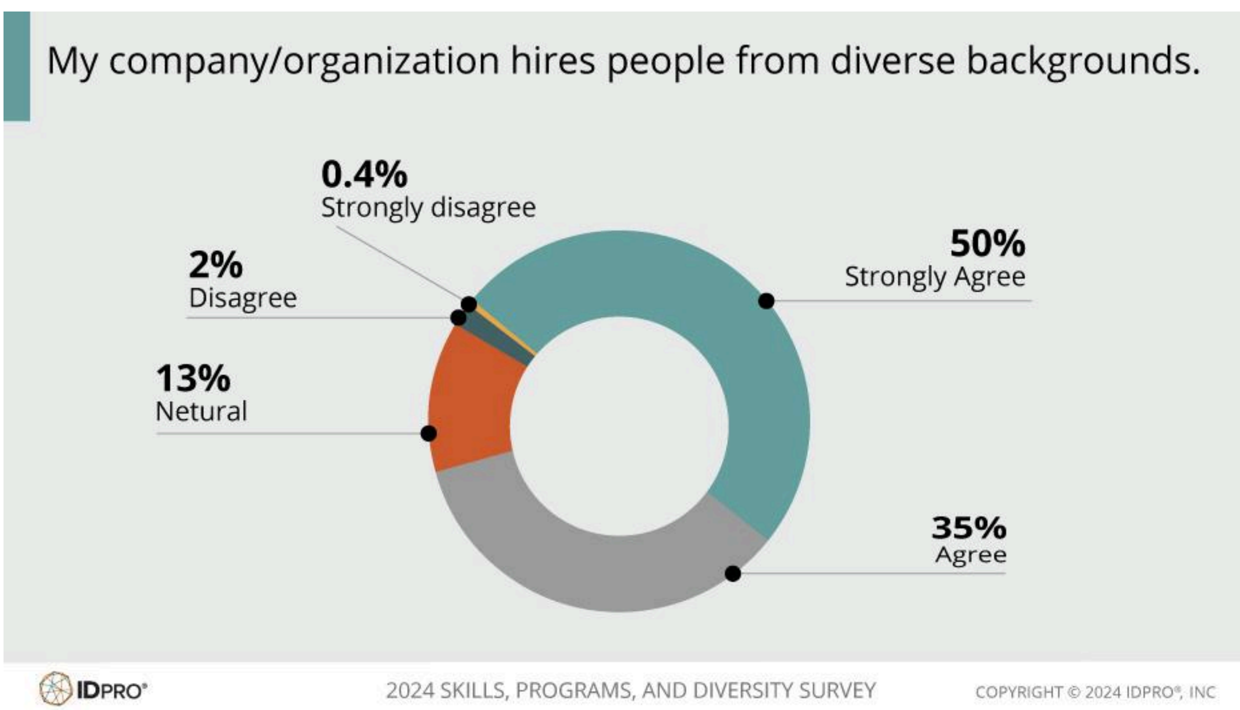
Survey Question
My company/organization hires people from diverse backgrounds.

Potential Responses

- Strongly Disagree
- Disagree
- Neutral/Neither agree nor disagree
- Agree
- Strongly Agree

Question Commentary
This question seeks to establish how successful organizations are in fostering a diverse and inclusive workplace.

Responses and Observations



Again, *prima facie* a sense that the 'diversity health' or organizations in the identity sector is good. The number of respondents that Agree or Strongly Agree dropped slightly from 88% in 2023 to 85% in 2024.

Sense of Belonging

Survey Question

I feel like I belong at my company/organization.

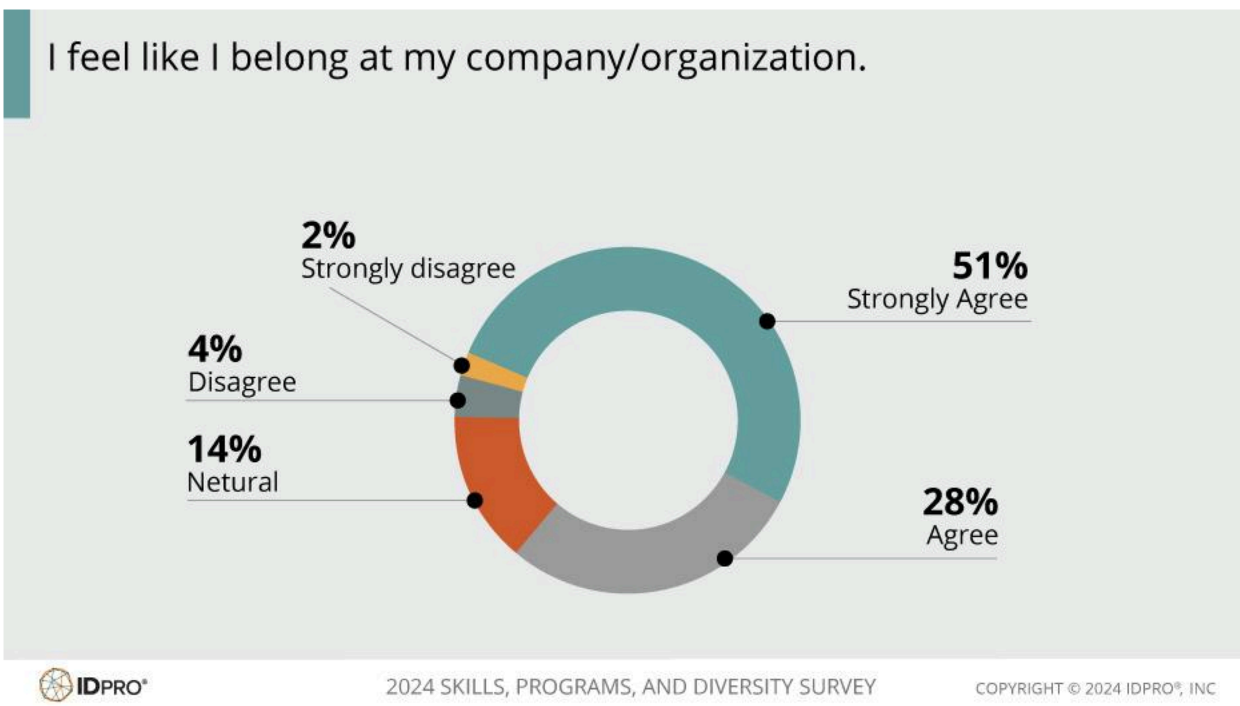
Potential Responses

- Strongly Disagree
- Disagree
- Neutral/Neither agree or disagree
- Agree
- Strongly Agree

Question Commentary

This question provides a baseline insight into the individual's own perception of inclusion within their organization.

Responses and Observations



The numbers here returned almost entirely to the 2022 ranges. The majority of respondents continue to indicate that they feel like they belong at their company and the percentages returned to their 2022 numbers in "Strongly Agree" and "Agree." In 2022, 54%

strongly agreed, as compared to only 45% in 2023 and now 51% in 2024. The numbers for Agree also returned back to 2022 numbers at 28%. The biggest change was the people who indicated “Neutral/Neither Agree or Disagree”, shifted back from 9% in 2023 to 14% in 2024, the same as in 2022.

Diversity Priority

Survey Question

How much of a priority is diversity to you?

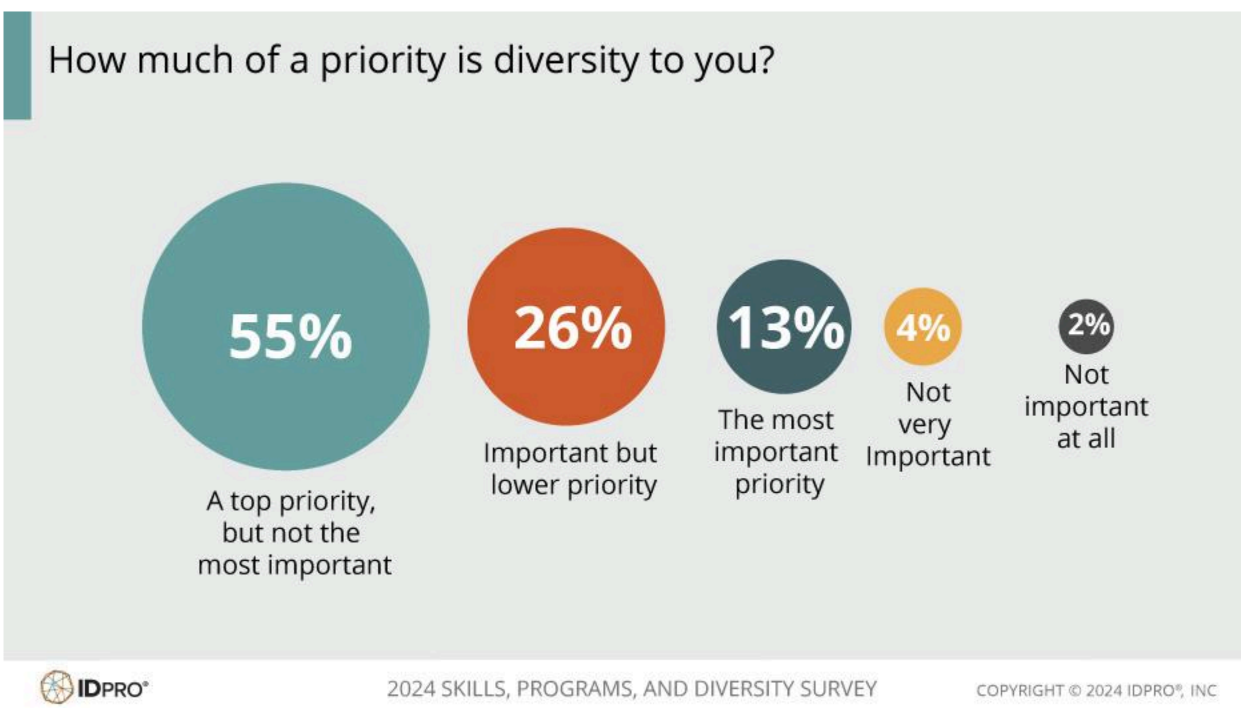
Potential Responses

- The most important priority
- A top priority, but not the most important
- Important but lower priority
- Not very important
- Not important at all

Question Commentary

This question shifts the focus onto the individual rather than the organization and seeks to establish a baseline of how well the importance of diversity and inclusivity has permeated across practitioners.

Responses and Observations



While responses about diversity at the organizational level continue to show a high level of commitment, the numbers for individual commitment remain much the same as in 2023. *Not important at all*, *Not very important,* and *Important but lower priority* options this year cover a third of survey respondents. *A top priority, but not the most important*, had a slight change from 52% in 2023 to 54% in 2024*. The most important priority* shifted slightly down to 12%.

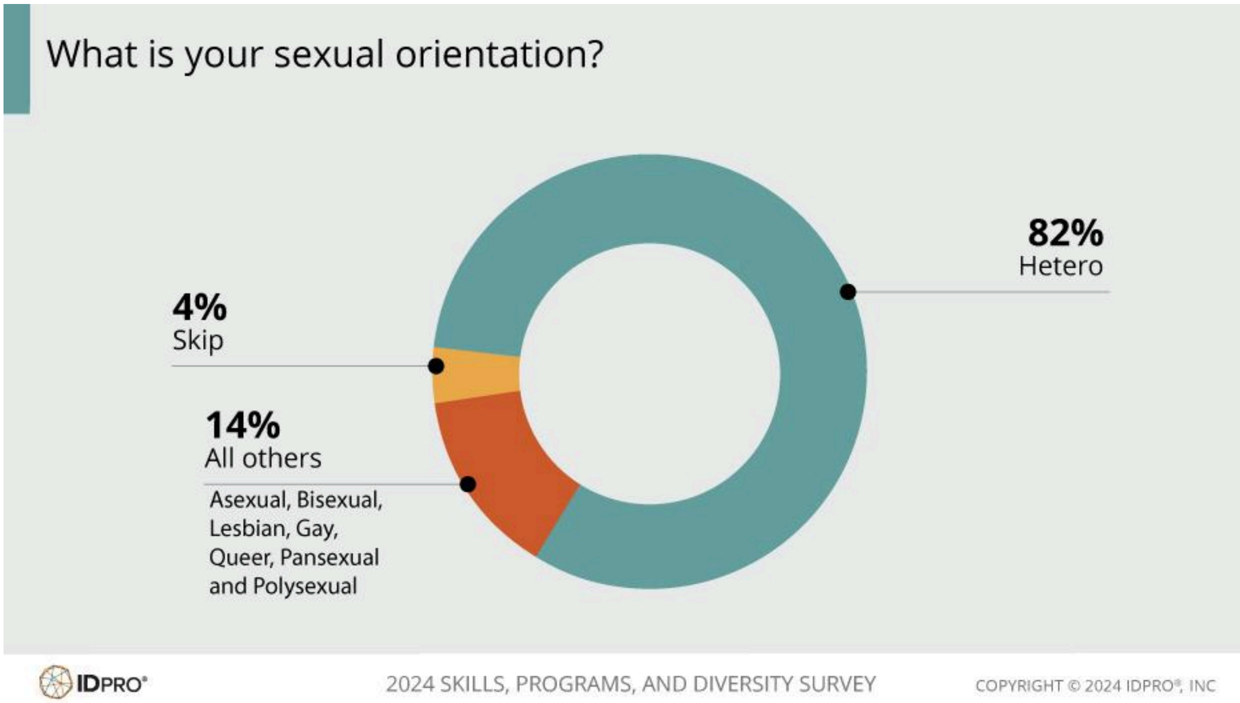
Sexual Orientation

Survey Question
What is your sexual orientation?

Potential Responses
- Asexual
- Bisexual
- Gay
- Heterosexual or straight
- Lesbian
- Pansexual
- Polysexual
- Queer
- None of the above, please specify

Question Commentary
This question seeks to establish a baseline of self-identified sexual orientation amongst practitioners, as one indication of overall diversity.

Responses and Observations



Response rates for this question were particularly low with a skip rate of 40%, up from 24% in 2023, and certainly not sufficient to draw any meaningful conclusions. Nevertheless, the responses provide at least some indication of the current state across the practitioner cohort.

Gender

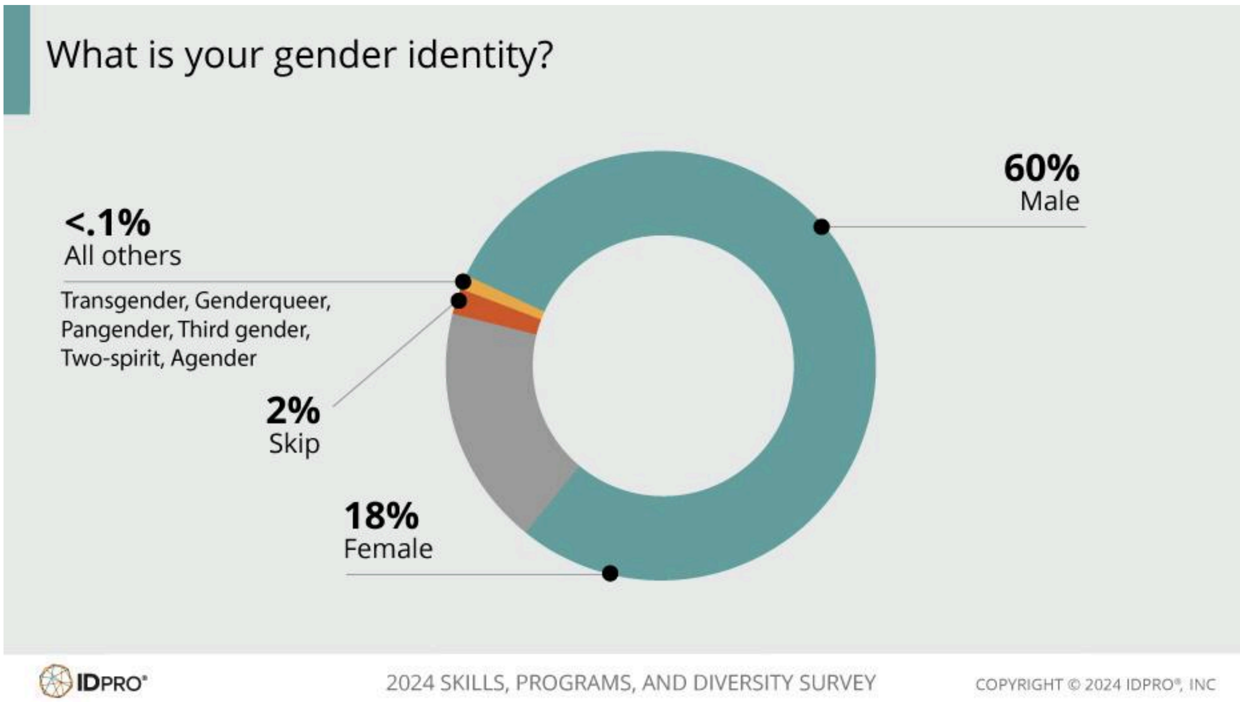
Survey Question

What is your gender identity?

Potential Responses

- Agender
- Female
- Genderqueer
- Male
- Pangender
- Third gender
- Transgender
- Two-spirit
- Not specified above, please specify

Question Commentary
This question seeks to establish a baseline of self-identified gender amongst practitioners, as one indication of overall diversity. More potential responses were added to this question.



Response rates for this question were likewise particularly low and insufficient for meaningful analysis. Nevertheless, the responses provide at least some indication of the current state across the practitioner cohort.

Survey Data

IDPro is pleased to provide aggregated and summary results under the Creative Commons Attribution Non-Commercial Non-Derivative 4.0 license. For raw data and all other uses of the data, please contact director@idpro.org.

Acknowledgments

This survey is produced independently by IDPro thanks to the kind support of all our members. In particular, we would like to thank Acsense, Hindle Consulting, and Weave Identity for sponsoring the Survey. This allowed IDPro to cover the costs of the graphics and some of the data analysis, keeping the core of our annual budget available for administering the organization as a whole.

We would also like to thank all our founding members and recognize our premier supporters for their ongoing support.

