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# Prosper Portland 2018 TechTown Diversity Pledge

ONLINE SURVEY



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# Table of contents

<b>INTRODUCTION &amp; METHODOLOGY</b>	<b>2</b>
<b>SUMMARY &amp; OBSERVATIONS</b>	<b>3</b>
<b>KEY FINDINGS</b>	<b>5</b>
<b>APPENDIX</b>	<b>33</b>

# Introduction & Methodology

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1

From April 9–27, 2018 DHM Research conducted an online survey of employees from companies that are a part of the TechTown Diversity Pledge initiative. The purpose of the survey was to meet the fifth goal of the pledge: “**Share our collective data** on the demographic representation within our offices in the Portland metro area of gender and race.” Participants were presented with a series of wide-ranging demographic questions and asked about their workplace environment. Findings from this wave of the survey will serve as a benchmark to track progress through time.

**Research Methodology:** The online survey was distributed internally by 21 companies that have taken the TechTown Diversity pledge. While companies were given the option to distribute the survey beyond their Portland metro area locations, all non-Portland employees have been omitted from the results presented here. In total, N=1588 Portland-based employees participated in the survey. This is a sufficient sample size to assess employees’ opinions generally and to review findings by multiple subgroups, including age, gender identity, and types of positions. The survey took four minutes to complete.

In gathering responses, a variety of quality control measures were employed, including questionnaire pre-testing and live-monitoring of results. In the annotated questionnaire, results may add to 99% or 101%.

**Statement of Limitations:** Any sampling of opinions or attitudes is subject to a margin of error. The margin of error is a standard statistical calculation that represents differences between the sample and total population at a confidence interval, or probability, calculated to be 95%. This means that there is a 95% probability that the sample taken for this study would fall within the stated margin of error if compared with the results achieved from surveying the entire population. In this case, the population at hand is all Portland employees from the 21 companies that distributed the survey internally. The margin of error for the aggregate results of this survey is +/- 1.3%.

**DHM Research Background:** DHM Research has been providing opinion research and consultation throughout the Pacific Northwest and other regions of the United States for over 40 years. The firm is nonpartisan and independent and specializes in research projects to support public policy making.

# Summary & Observations

## 2

**While the TechTown workforce has become more diverse since the pledge date, few gains were made over the last year. This may be connected to retention of employees.**

The demographic makeup of the TechTown workforce in 2018 is very similar to that in 2017 by age, gender, race and ethnicity. In comparison to the pre-pledge data from 2016, those hired since the pledge are more likely to be female and people of color, though to a slightly diminished degree compared to 2017 data. Post-pledge hires are also more likely to hold non-technical and individual contributor roles, meaning that the recent more diverse pool of employees is more likely to hold these kinds of positions than the less diverse pool of pre-pledge hires.

For the first time, the 2018 TechTown survey investigated whether employee retention differed by demographic traits. Comparing the demographic makeup of employees hired between the pledge date and the first survey (July 2015–May 2016) revealed that the representation of women and people of color in that cohort decreased from 2016 to 2018. The representation of white men grew from 41% to 44%, and of men of color from 12% to 13%. Over the same period, the representation of white women fell from 35% to 32%, and that of women of color halved from 8% to 4%. The representation of those in technical or leadership and/or management roles also increased. While the degree of impact which retention has is hard to assess with this kind of research, it seems likely that differing rates of employee retention by key markers of identity are hindering efforts to increase diversity.

**Women remain underrepresented in technical positions and women of color are still underrepresented in leadership and management in comparison to other groups.**

The rate at which women hold technical positions increased slightly to 31% from 27% in 2017. That said, women still make up about the same proportion of all technical employees in 2018 (25%) as they did in 2017 (24%). Comparing pre- and post-pledge data, we see that while the rate at which women are hired for technical roles has increased, their overall representation in technical positions remains the same.

In 2017, white men held leadership and/or management roles at a higher rate than all other employees. In 2018, there were minimal gaps between white men (29%), white women (28%), and men of color (28%). Women of color were still less likely to hold leadership and/or management positions (20%), driven by their underrepresentation in management roles (8% as compared to 14%–16% of white men, white women, and men of color). While all employees hired after the pledge are less likely to be in leadership and management, the gaps for women of color are particularly pronounced, leading to a decrease in the representation of women of color in leadership and management since the pledge.

**Negative workplace experiences disproportionately impact TechTown employees who are members of underrepresented groups, such as women, people of color, and LGBTQ+ employees.**

More than a quarter (28%) of TechTown employees have experienced at least one of the following in their workplace: overt discrimination or harassment (5%), unfair treatment (10%), or a lack of sense of belonging (24%). White men (21%) and men of color (26%) are much less likely to have been subject to at least one of these negative experiences than white women (34%) and women of color (38%). In one stark example, women are four times as likely to have experienced overt discrimination or harassment

(8%) than men (2%). Employees who are LGBTQ+ or members of other underrepresented groups are more likely to have experienced unfair treatment (15%) and lack of belonging (35%) than those who do not identify as a member of any underrepresented group (9% and 20%).

Nearly half (49%) of those who have experienced discrimination, harassment, or unfair treatment have considered leaving their company due to this treatment, as did 32% of those who had experienced a lack of sense of belonging. Fewer than 1% of those with no negative experiences have considered leaving due to treatment based on their identity. Women of color are the most likely to have considered leaving their workplace (20%), followed by white women (11%), men of color (9%), and white men (4%). LGBTQ+ and other underrepresented employees are also more likely to have considered leaving (16% versus 6% of those who do not identify as a member of any underrepresented group).

**Between 74% and 89% agree with a series of positive statements about their experiences at the workplace, but notable differences were observed in the strength of those sentiments.**

As in the past, TechTown employees are most likely to strongly agree (67%) that their “organization would take appropriate action in response to discriminatory behavior” but are least likely to strongly agree (41%) that their “organization has been proactive in recruiting and hiring employees from underrepresented groups.” Elsewhere in the survey, enhancements to the hiring and recruitment of underrepresented employees was the top suggestion to improve diversity and inclusion. Employees are particularly unsure (19%) about the statement about living up to the TechTown pledge and some noted in open-ended comments that they had no familiarity with the pledge. This suggests a need for further outreach about the aims and commitments of the pledge and how employees can play a role.

Across the statements, notable and consistent trends were observed. Speaking broadly, white men are most positive and women less so. The gaps between white men and women of color are particularly large for statements about discriminatory behavior and organizations taking proactive steps to increase diversity and inclusion. LGBTQ+ and other underrepresented employees are less positive about their workplace experiences. Those who had been subject to negative workplace experiences agreed with the statements drastically less than others. Younger employees and those in individual contributor roles are also less positive than older employees and leadership and management.

## **Recommendations & Next Steps**

DHM Research recommends continuing to conduct the survey annually, keeping the following considerations in mind. First, setting a higher participation goal will help reduce gaps in response rates and ensure a more representative sample. We also propose revisiting the designation of employees into technical and non-technical roles based on feedback from participants. Employees also call for further investigation into ageism, pay gaps, and differing experiences by class, religious affiliation, family, disability, and mental health status. Beyond that, the survey could give participants the chance to opt-in and share their full data with their companies or further space to explain their perspectives—particularly for those who have experienced negative treatment. Finally, it is worth revisiting the possibility of including analysis on the basis of external data provided by companies, such as what kinds of policies or programs they have.

While the survey provides a useful first look into the impact of retention on diversity within TechTown companies, other research would help to further flesh out the picture. Possible avenues for this research include in-depth interviews or roundtable discussions with employees from underrepresented groups, those who have left their companies, have considered doing so, or who have experienced discrimination in their workplace. In short, this research would seek to better answer who is leaving and why.

# Key Findings

The following summary report highlights key findings from an online survey of Portland-based employees from 21 TechTown Diversity Pledge companies conducted in April 2018. All analysis is conducted in the aggregate, and no identifying information is provided on either the individual or company level. Demographic subgroup analysis and comparisons to data from the 2016 and 2017 surveys are provided where appropriate.

## 3.1 ADVICE TO INCREASE DIVERSITY AND INCLUSION

During the survey, participants were asked what advice they would give their organization and other pledge companies as they work to increase workforce diversity and workplace inclusion. Verbatim responses have been provided in a separate document. Table 4 summarizes a content analysis of responses.

**Table 4**  
**Advice to Increase Diversity and Inclusion**

Response Category	Total n=589
Improve recruitment and hiring of underrepresented minorities (URMs)	32%
Outreach, partnerships, and pipeline	16%
Get serious about DEI	15%
Professional development for URMs	14%
Shift culture to be more inclusive	14%
DEI trainings	9%
Share information and welcome feedback	8%
DEI is complex and multifaceted	7%
Retention of URMs	6%
Keep it up	5%
More involvement from leadership	5%
Enforce DEI policies	4%

Source: DHM Research, August 2018

As in 2017, the most common theme in the advice given by employees is to improve recruitment and hiring of underrepresented minorities (32%). They call for dedicated recruitment teams with diverse membership and training to remove biases from hiring practices. Employees suggest that companies be intentional about who and where they recruit and say that reaching underrepresented groups will require new outreach strategies and new understandings of who is qualified.

*“Consider non-traditional backgrounds in your hiring decisions. I think that there are a lot of great diverse candidates out there, but we have to be willing to open our minds to candidates that may not fit the mold with direct experience.”*

They also call for minimizing bias in hiring practices by way of tactics such as inclusive language in job postings, blind resume reviews, bundle hiring, and requiring that a member of an underrepresented group be interviewed for each opening. Some critique the notion of “hiring for fit” or “hiring for culture,” noting

that the current culture is predominantly white and male. They advise companies to critically engage with how they determine that candidates are qualified, noting that past experiences can sometimes be a marker of privilege rather than merit. Some call for companies to hire beyond Portland, whereas others want them to focus on local efforts.

Employees also suggest focusing on outreach, partnerships, and developing a more robust pipeline for underrepresented employees (16%). Specific suggestions include mentorship or internship programs, recruiting at institutions of education with high underrepresented minority (URM) enrollment, encouraging URM engagement with STEM at an early age, and partnering with community organizations.

*“Provide high school internships for underrepresented minorities. By the time kids are in college it's too late to get them into tech. They need to think that tech is a career for them while they are in high school.”*

Employees want companies to get serious about diversity, equity, and inclusion (DEI) efforts (15%), to walk the walk rather than just talk the talk. They want underrepresented groups to be included in leadership and decision making, for companies to establish clear goals and plans for DEI, make expectations of all employees clear, devote significant time and resources to DEI, and to track data and assess progress. Women of color (31%) are particularly likely to advise their companies that it's time to get serious about DEI.

*“You can't achieve goals until you set them. Set a goal, check your progress, report your progress periodically.”*

A similar proportion call for increased professional development for URM employees (14%), such as increased representation in leadership, internal promotions, and programs aimed at providing mentorship and training to URM employees.

Employees also continue to call for a culture shift in the tech industry (14%), which is seen as predominantly white and male. They desire challenges to this cultural hegemony and believe that all employees have a role to play in creating more inclusive ways of being. Some suggest creating spaces or events that celebrate and support diversity and inclusion, including those specifically oriented towards URM employees. These responses also tend to highlight that racism, sexism, and other forms of discrimination extend far beyond the tech industry, suggesting that companies will have to acknowledge and grapple with systemic barriers to diversity and inclusion.

*“You can fill the tech industry with women and POC, but if they are expected to contribute with hyper-confidence and “knowledge aggression” to prove themselves or just get along, it will never be inclusive... Currently, it's a ‘come on in and join us—we want you here—but don't change what we're comfortable with and don't rock our boat’ environment. This problem is deep.”*

Other suggestions include DEI trainings (9%), sharing information and welcoming feedback (8%), focusing on retention of URMs (6%), getting more involvement from leadership (5%), and enforcing DEI policies (4%).

*“All leadership needs to ‘buy in’ to these values, especially at the highest levels. What I mean by ‘buy in’ isn't about intention; leadership needs to regularly educate themselves, get feedback that may be hard, and work to make change. This has to go beyond intention and into action.”*

Female employees are more likely than male employees to advise companies to get serious about DEI efforts and to enforce DEI policies. Those in technical roles are more likely to prioritize better retention of URMs, whereas those in non-technical roles advocate for DEI training.

As in the past, the responses show that employees believe the issue of DEI in the tech industry is a complex one. They focus on the importance of continuing to prioritize these efforts and to learn from successes and mistakes.

*“Don't be afraid to make mistakes. Don't get defensive if you mess up. Keep trying, commit to the journey, and take your ego out of it.”*

### 3.2 CURRENT WORKFORCE MAKEUP

In this section of the report, comparisons are drawn between the demographic makeup of TechTown employees, workforce data, and general population data from Multnomah County. While in past years comparisons were made to the Portland Metropolitan Statistical Area (MSA), Multnomah County data is likely a more accurate comparison considering that all 21 TechTown companies are located in the county.

Workforce demographic data from 2017 were provided by Prosper Portland and calculated by Emsi using the Census' Quarterly Workforce Indicators, American Community Survey, and other sources of data. DHM Research generated the general population (age 18+) data for the region, using the 2016 American Community Survey.

It is worth noting that this variety of sources results in imperfect and indirect comparisons. For example, while the American Community collects information on respondents' sex, the TechTown survey collects information about respondents' gender identity.

#### Demographics and Identities

For all demographic questions, employees were given the option to not provide a response and some questions allowed for multiple responses. As such, percentages may not equal 100%.

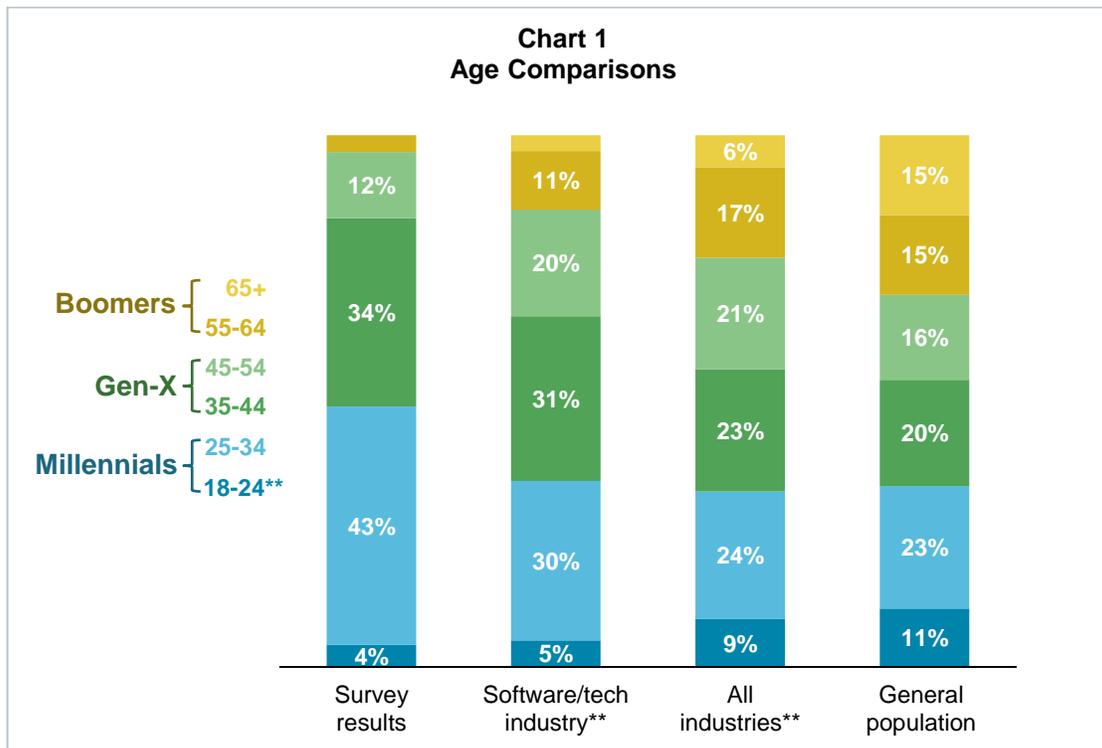
Since 2016, little has shifted about the age profile of TechTown employees. From 2016–2018 there was a slight decrease in representation among those under the age of 35 accompanied by an increase in the representation of older workers and those declining to provide a response.

**Table 1**  
**Age of Employees from 2016–2018**

Response Category	Change from 2016–2018	2018 n=1588	2017 n=1479	2016 n=1270
18–24	-3 points	4%	6%	7%
25–34	-4 points	43%	46%	47%
35–44	+3 points	34%	31%	31%
45–54	--	12%	12%	12%
55–64	+2 points	3%	3%	1%
65+	--	n=3	n=2	n=1
I prefer not to respond	+2 points	3%	3%	1%

Source: DHM Research, August 2018

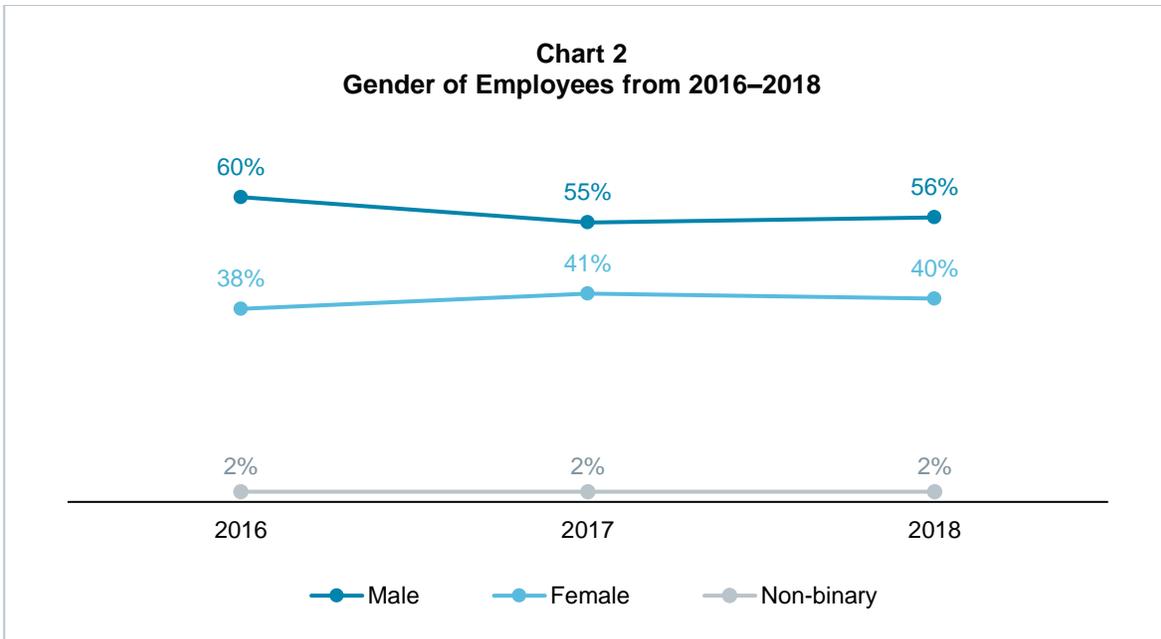
That said, nearly half (48%) of employees are between 18 and 34 years old, as compared to about a third of Multnomah County’s software/tech workers (35%), entire workforce (33%), and general population (34%). Those 55 and over are much less well represented among TechTown employees (3%) than they are in the software/tech workforce (14%), entire workforce (22%), or general population (30%) of the county.



Source: DHM Research, August 2018  
*\*\*Emsi workforce statistics use 19-24, rather than 18-24.*

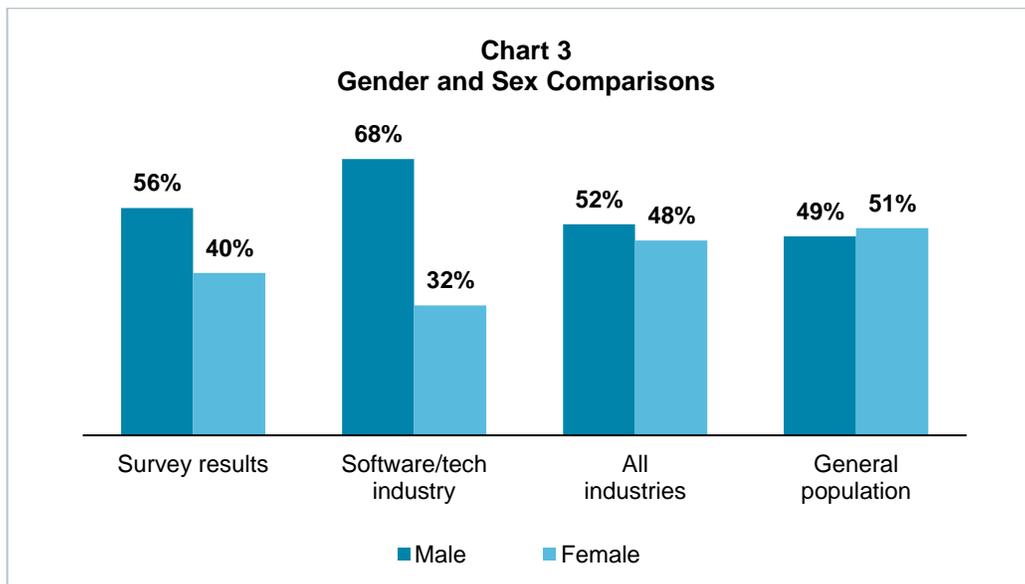
As in 2017, more employees who identify as female are under the age of 35 (57%) than those who identify as male (42%). Among people of color, 9% are younger than 25, as compared to 3% of white employees. Looking at the data intersectionally, women of color have the youngest age profile of any group. While these trends may result from an increase in hiring of women and people of color since the pledge date of July 1, 2015, their impact on the types of positions people hold should be taken into consideration.

Participants were asked about their gender identity and offered six non-exclusive categories of self-identification and the option not to respond. After an uptick from 2016–2017, representation of female employees has stalled. In the 2018 survey, 56% identified as male, 40% as female, 2% as non-binary or gender non-conforming. The proportion of trans employees has been 1% in each iteration of the survey.



Source: DHM Research, August 2018

While female representation among TechTown employees (40%) is higher than for Multnomah County’s software/tech industry (32%), it lags behind the makeup of the county’s workforce and residents. It is again worth noting that while the American Community Survey—the source of workforce and general population demographics—collects information about the sex of participants, the TechTown survey collects information about gender identity.



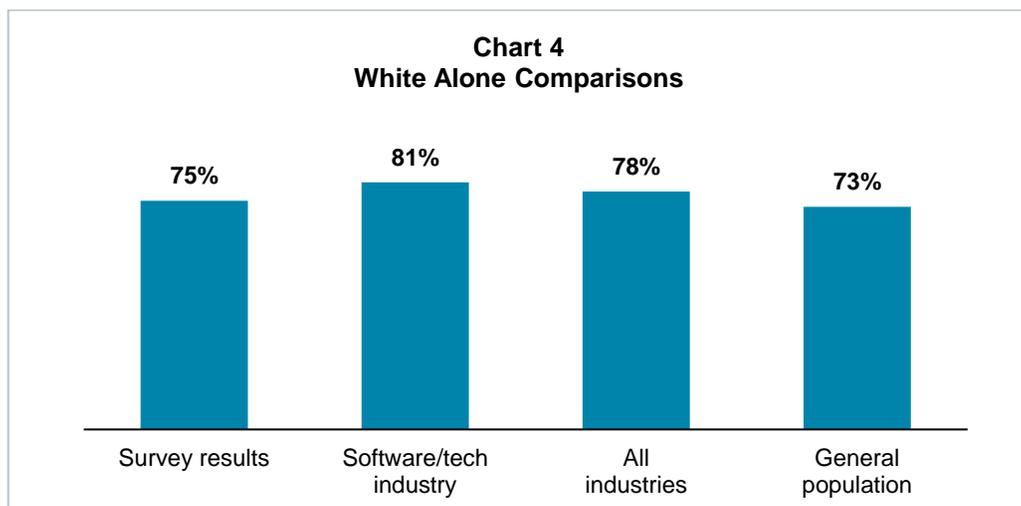
Source: DHM Research, August 2018

As with last year, about even proportions of those under 35 identify as male (49%) and female (47%). Older employees predominantly identify as male (64%). These data suggest a generational shift in representation of women in the TechTown workforce, which again may be related to the increase of hiring of women since the pledge date.

Demographic analysis on the basis of gender identity throughout the report will compare female-identified and male-identified employees. Those who selected “*Female*” in the gender identity question—including those who provided multiple responses—were coded as female. Those who selected “*Male*” in the gender identity question—including those who provided multiple responses—were coded as male.

Pledge employees were also asked about their race or ethnicity and presented with a non-exclusive and multi-tiered set of options with which they could self-identify. Little shifted from 2017–2018. In both years, 81% identified as white, inclusive of those who identified with another racial or ethnic identity, and 75% provided a response of white alone. Some 8% identified as Asian and 5% as Hispanic or Latino, while all other racial or ethnic identities were selected by 2% or less of participants. An additional 5% declined to provide a response.

**All data presented below are for those who identify as white and no other racial or ethnic identity; a difference from prior reports. That said, the data presented should still be interpreted with caution due to differing methodologies.**



Source: DHM Research, August 2018

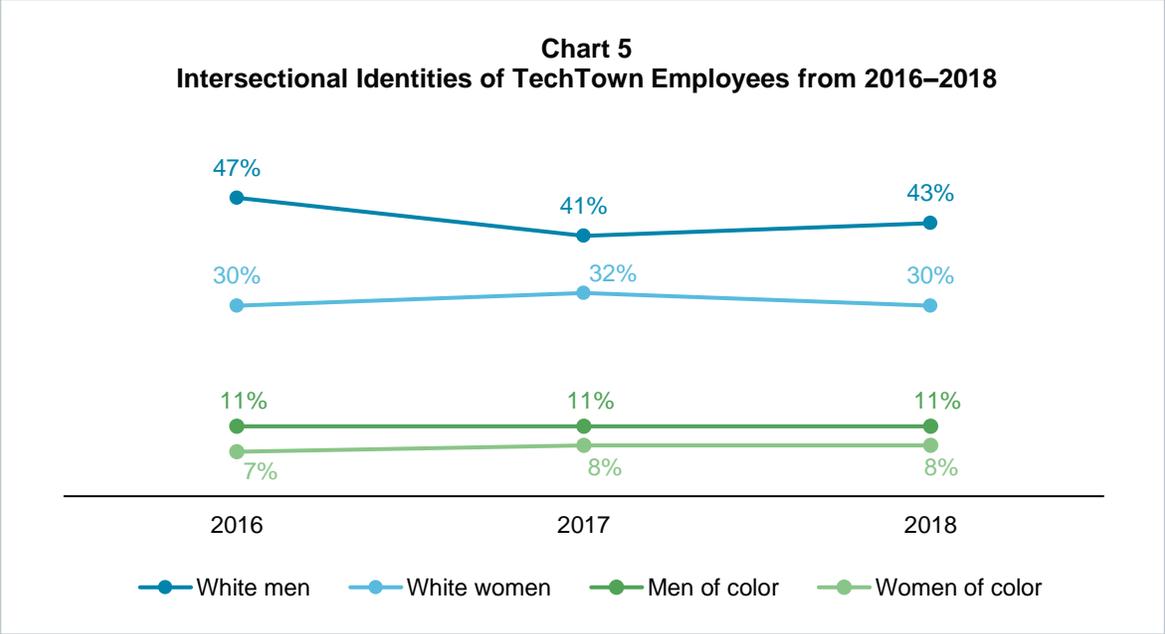
Throughout this report, demographic analysis by race and ethnicity is largely conducted by comparing white people and people of color.<sup>1</sup> For these analyses, those who provided a response of white alone (75%) are categorized as white, while those who provided any other response—excluding those who preferred not to respond—are categorized as people of color. Just as in 2017, 20% of surveyed employees are people of color. In select instances, analysis is also conducted across other racial and ethnic identities. These kinds of analysis are limited due to comparatively small sample sizes.

For example, the term underrepresented minority includes people of color excluding those who provided a response of Asian only, due to their overrepresentation in the tech industry. This cohort was better represented among those under 35 (13%) than 45 and over (8%). A similar trend is seen looking at the representation of Hispanic or Latino employees by age.

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<sup>1</sup> DHM recognizes the imperfect construction of these categories and the imprecise nature of conducting analysis comparing white employees to all other employees. That said, this analysis is still a useful proxy considering the difficulties in running statistical tests when comparing small populations.

The report also includes intersectional analysis comparing the responses of white men (43%), white women (30%), men of color (11%), and women of color (8%). Little has changed in the representation of these four groups since 2017, despite higher representation of white women, men of color, and women of color among those hired since the pledge date.



Source: DHM Research, August 2018

Participants were also asked if they identify with any other underrepresented groups and were given the option to identify as a member of multiple groups. Three-quarters (73%) did not identify with any underrepresented groups, while 21% did.

As in years past, the largest of these groups is made up of those who identify as LGBTQ+ or as a gender and sexual minority (11%). Female-identified employees were more than twice as likely to identify as LGBTQ+ (16%) than male-identified employees (7%). Hispanic or Latino people (21%) and non-Asian women of color (22%) are even more likely to identify as LGBTQ+.

**Table 2**  
**Identification of Employees with Underrepresented Groups**

Response Category	Total n=1588
LGBTQ+ or gender and sexual minority	11%
Armed Services Veteran	2%
Physically disabled	1%
Disabled in another way (intellectual, sensory, mental illness)	6%
Other underrepresented group	5%
I do not identify as any of these groups	73%
I prefer not to respond	6%

Source: DHM Research, August 2018

Due to the limitations of small sample sizes on statistical analyses, this report draws comparisons between those who do not identify with any underrepresented groups, those who do, and employees who identify as LGBTQ+.

**Comparison to Company Data**

As a new measure, results from the survey were compared to full demographic data shared by 12 companies. These comparisons suggest that white men are underrepresented in the survey results whereas white women are overrepresented. Men and women of color were represented proportionally in the survey data.

**Table 3  
Comparison of Survey and Company Demographics**

Response Category	Comparison	Survey data	Company data
White men	-7.0 points	46.9%	53.9%
White women	+6.2 points	34.6%	28.4%
Men of color	--	11.0%	11.0%
Women of color	+0.8 points	7.5%	6.7%

Source: DHM Research, August 2018

An in-depth look at the data suggests that differential response rate by identity has at least some impact on the demographics of the survey. While it is worth tracking this trend moving forward, it should be noted that respondents in the survey had the option to not provide responses for any question and in many cases had more expansive options for self-identification than the data provided by companies allowed for. Margins of error for small groupings such as these are also higher than across the whole data set. Also, the demographics provided by companies were collected at an earlier point in time.

Above all, nonresponse rates tend to vary systematically by gender and, in some cases, race and ethnicity. Underrepresentation of men in the survey is no surprise. Men are represented to a higher degree in this survey than DHM typical sees in our research. Achieving representativeness of people of color in the survey is a testament to the success of outreach efforts by participating companies. It is worth considering increasing overall participation goals as a way to ameliorate the small discrepancies found here.

**Workplace and Education**

Participants were asked if their current role was a technical or non-technical position, with technical roles defined as “a position requiring knowledge or skills in programming.” Dating back to 2016, TechTown employees have been about split between these two kinds of roles. The same holds true for the 2018 survey wherein 49% indicated they hold a technical position and 50% a non-technical position. In open-ended comments, some employees called for these designations to be revisited in future surveys.

As in past years, there’s a significant gender gap in the types of positions that employees hold: 62% of men hold technical positions as compared to 31% of women (up from 27% in 2017). Put another way, of all employees in a technical position 70% are male, 25% female, and 3% non-binary. Gains were made from 2017, both for the rate at which women hold technical positions and their representation among all employees who hold technical positions. Non-binary people are better represented among technical (3%) than other positions (1%).

A majority of those 35 and older hold technical positions (54%) as compared to 44% of younger employees. This may be related to a shift away from hiring for technical positions since the pledge, and the fact that these recent hires skew younger than the entire TechTown workforce.

Those in non-technical positions are more likely to say their highest level of educational attainment is a bachelor's degree (69%) than those in technical positions (59%).

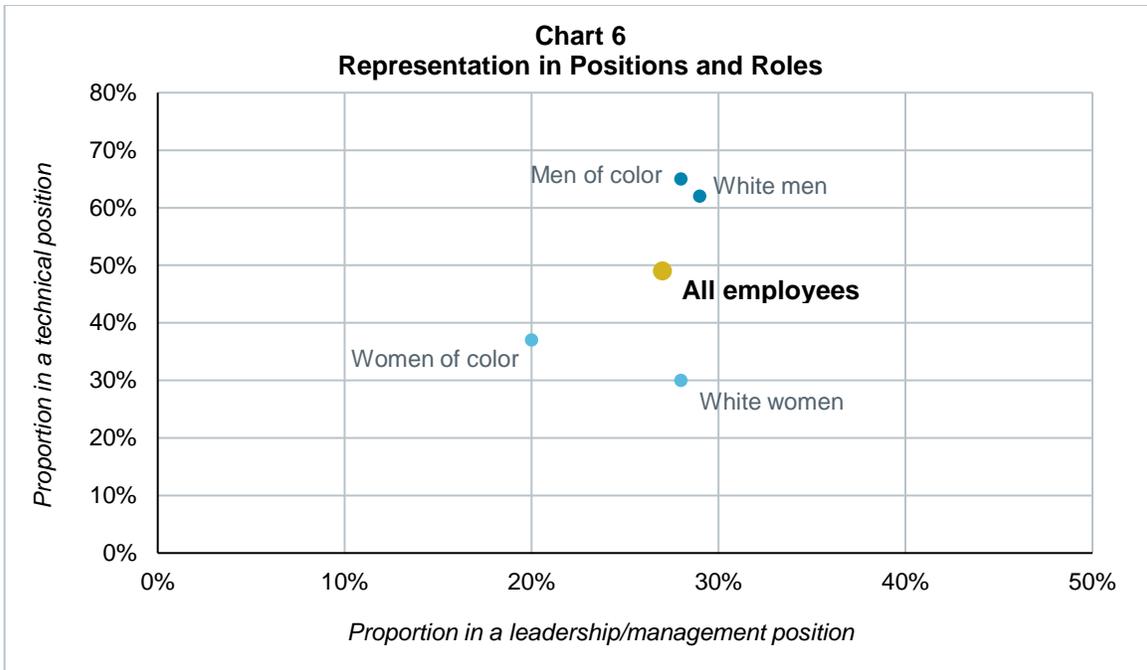
Participants were asked if their current position is a leadership, management, or individual contributor position. Some 72% are individual contributors, 14% hold management positions, 9% are in leadership positions, and an additional 4% considered their role to be both a management and leadership position. In all, leadership and management make up 27% of TechTown employees. These results are notably consistent with past years.

Employees age 35 and older are more than twice as likely to hold leadership and/or management roles (39%) than younger employees (15%). Put another way, 71% of leadership and management are 35 or older. Similarly, and perhaps relatedly, leadership and management have higher educational attainment than other employees.

African and African American employees hold leadership and/or management positions at a lower rate than any other subgroup (7%).

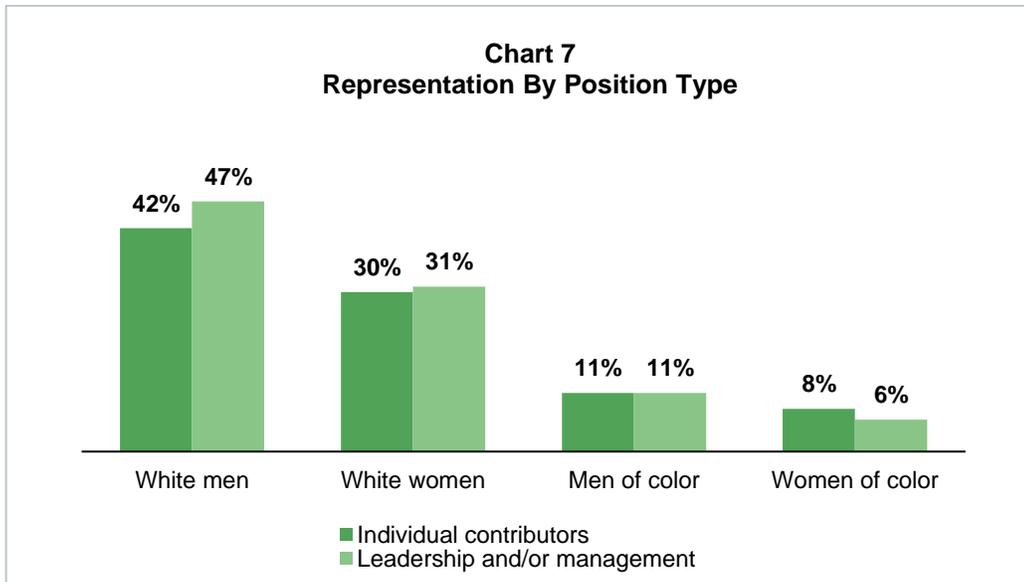
There was no statistically significant difference between the rate at which men and women hold leadership and/or management roles. That said, looking at intersectional data reveals that women of color hold these roles at a lower rate (20%) than other cohorts (28–29%). These differences are largely driven by the rate at which women of color hold management positions.

Chart 6 visualizes the above analysis of the types of positions held by white men, white women, men of color, and women of color. As in 2016 and 2017, a wide gap was observed in comparing the rates at which men and women hold technical positions—a difference observed irrespective of racial or ethnic identity. The disparity between the rate at which white men and women of color hold leadership and/or management positions remains, while white women and men of color now hold these kinds of positions at the same rate as white men.



Source: DHM Research, August 2018

As in 2017, white men make up 47% of leadership and management, and 42% of individual contributors. Women of color are slightly less well represented among leadership and/or management roles (6%) as they are in others (8%).



Source: DHM Research, August 2018

Those who identify as LGBTQ+ or a member of another underrepresented group are less likely to hold leadership and or/management positions (20%) than their non-underrepresented counterparts (29%).

It is worth noting that there's some correlation between hire date and likelihood of holding a leadership and/or management position. Promoting a diverse pool of individual contributors is one path towards making leadership and management more representative of all TechTown employees.

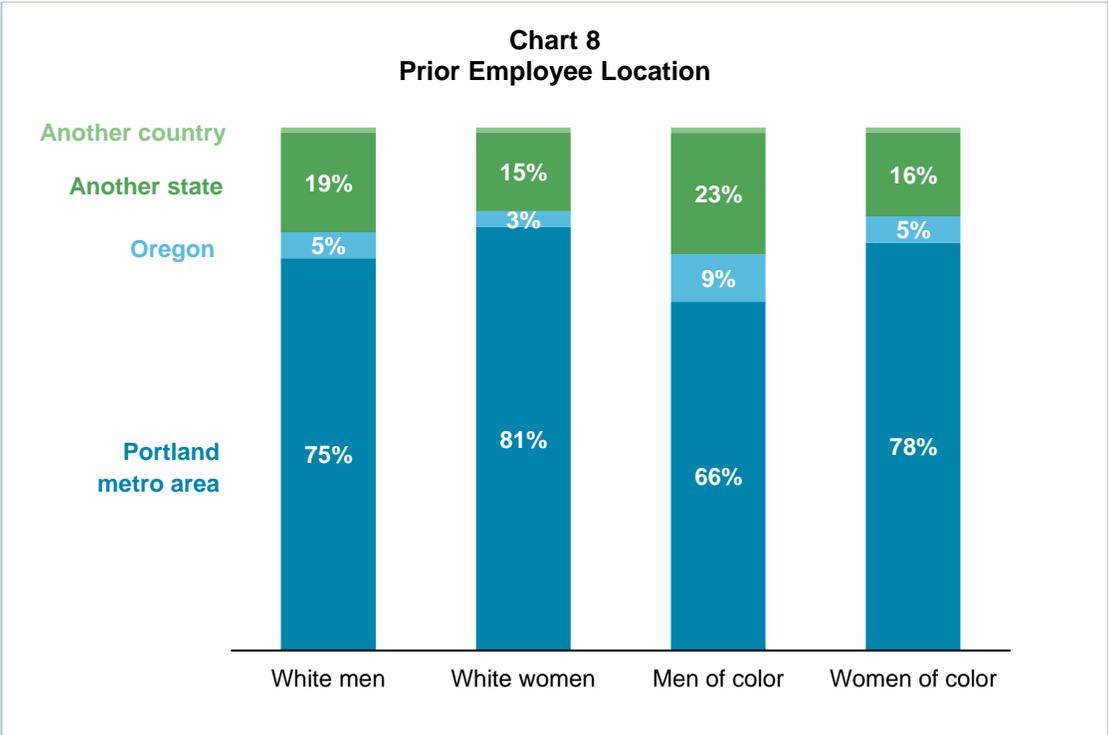
Participants were asked which degrees or certifications they had completed, then were coded by their highest level of educational attainment. As in years prior, TechTown employees are a highly educated bunch: 64% have a four-year degree and 19% have completed a graduate degree. Older TechTown employees are more likely to have completed graduate studies. Asian employees are more likely to hold graduate degrees and other people of color are more likely to indicate their educational attainment as a high school diploma.

Asked separately, 15% indicate that they have completed a coding bootcamp or certificate program. Those who had not yet completed a four-year degree are more likely to have completed this type of program (24%) than those who had (13%). Technical employees also had done so (23%) more often than others (7%).

**Relocated Employees**

In a new question, employees were asked where they lived prior to being hired by their company. Three-quarters lived in the Portland metro area (76%), 5% elsewhere in Oregon, 18% in another state, and 1% in another country.

Female employees are more likely to have lived in Portland prior (81%) than male employees (73%). White employees are also more likely to have been in Portland prior (78%) than employees of color (72%). Looking at the data intersectionally, men of color are the least likely to have lived in Portland before starting at their current company (66%).



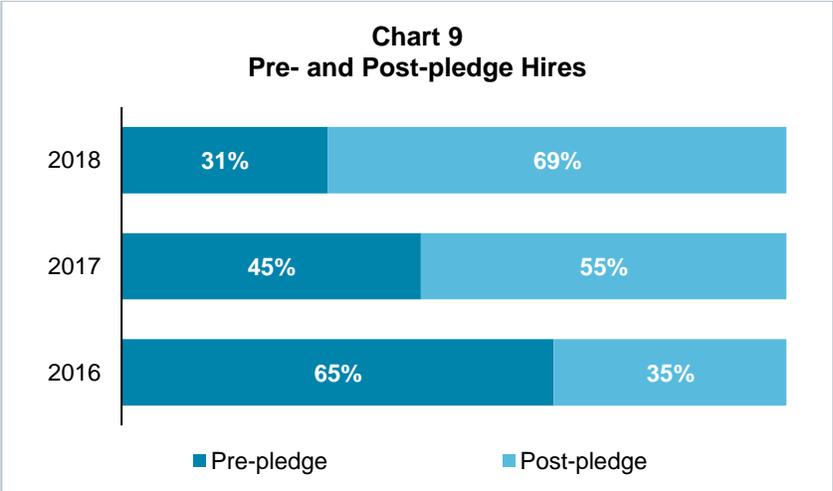
Source: DHM Research, August 2018

### 3.3 IMPACT OF PLEDGE

The following section of this report addresses the impact of the TechTown Diversity Pledge. It looks at shifts in hiring practices of TechTown companies by comparing employees who indicated in the 2016 survey that they were hired prior to the pledge date and those from the 2018 survey who indicated that they were hired after the pledge date. Where appropriate, it also considers those hired over the past year. Finally, we investigate the role that retention may play on the pledge’s impact by tracking changes to the demographic makeup of employees hired between the pledge and the first TechTown survey.

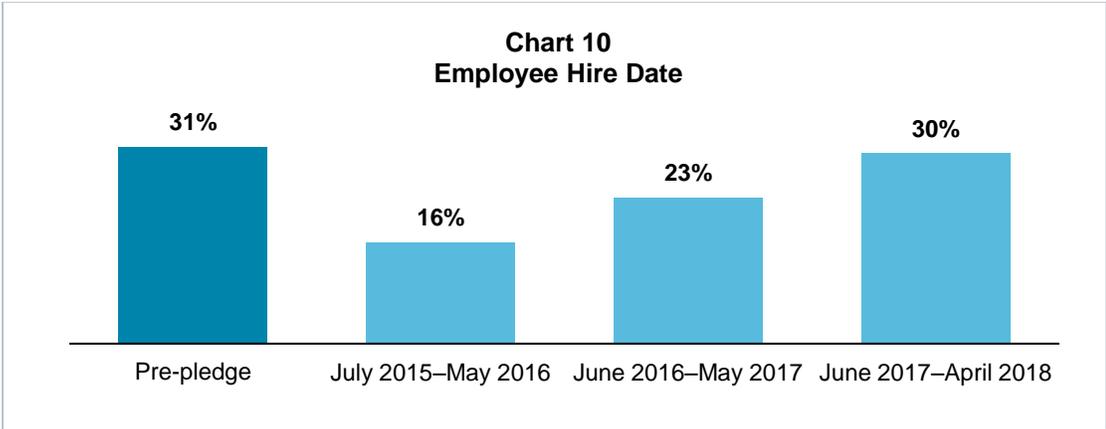
#### Hire Date

While prior versions of the survey asked if employees had been hired before or after the pledge date of July 1, 2015, this year’s survey asked for the month and year they were hired. Post-pledge hires now make up over two-thirds of the TechTown workforce (69%).



Source: DHM Research, August 2018

Asking about hire date also allows for further investigation of hiring trends through time. DHM also categorized people into which year after the pledge they were hired, with each year’s survey date as the cutoff point. Here, we see that 30% of employees were hired between the 2017 and 2018 survey.



Source: DHM Research, August 2018

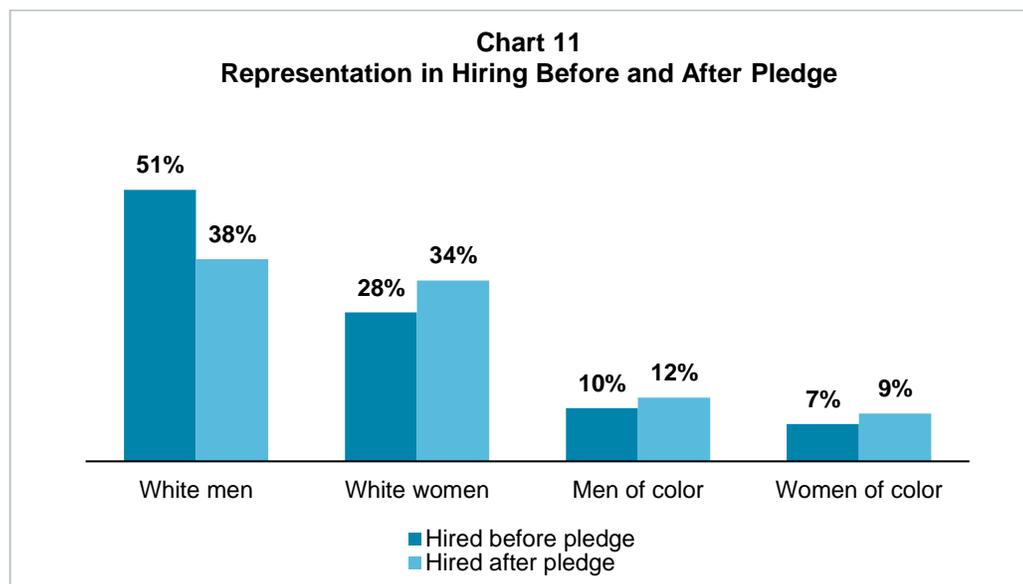
## Demographics and Identities

There's little difference in age between the pre-pledge hires from the 2016 survey and post-pledge hires from the 2018 survey. That said, those hired in the past two years were more likely to be under 35 than those hired earlier.

Of pre-pledge employees, 63% identified as men and 35% as women. According to 2018 data, 52% of those hired since the pledge identify as men while 44% are female identified. These gains are more apparent in hiring after the 2016 iteration of the survey. That said, female representation in post-pledge hires dipped slightly from 46% in 2017.

Of pre-pledge employees, 79% were white. In 2018, 73% of post-pledge hires are white. The representation of people of color rose from 17% among pre-pledge hires to 22% of those hired after the pledge. That said, the representation of people of color in post-pledge hires in the 2017 data was marginally higher at 23%, suggesting that the representation of people of color among the newest hires has slightly declined.

As noted in last year's report, 51% of those hired prior to the pledge date were white men. Since the pledge date, white women, men of color, and women of color have seen gains in their representation. That said, white men made up a bigger portion of post-pledge hires in 2018 (38%) than they did in 2017 (34%).



Source: DHM Research, July 2017

As of 2018, about three-quarters of white women (77%), men of color (78%), and women of color (75%) were hired after the pledge, as compared to 61% of white men.

## Workplace and Education

As seen prior, hiring since the pledge has shifted slightly towards non-technical and individual positions.

Of pre-pledge employees, 52% held a technical position and 48% a non-technical position. Among post-pledge employees in 2018, 47% hold technical positions and 53% hold non-technical positions. Comparisons to 2017 data suggest a slight shift back towards hiring of technical positions.

While 69% of pre-pledge employees held individual contributor roles, 77% of post-pledge employees do. Put another way, 44% of leadership and management employees in the 2018 survey were hired before the pledge date, as compared to 27% of individual contributors.

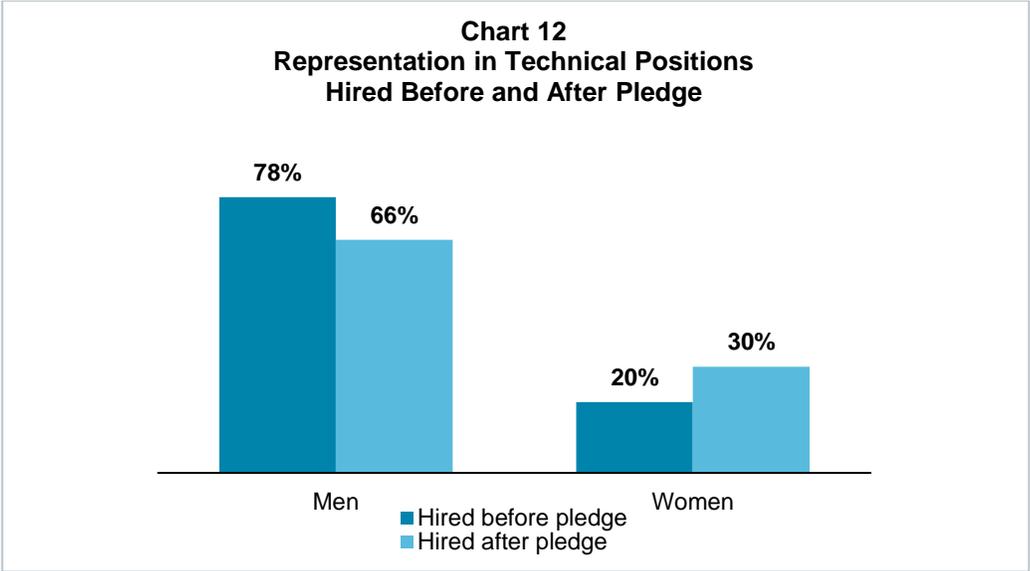
There was no notable change in the educational attainment of employees.

## Gender Identity and Workplace Positions

While the representation of women has increased since the start of the pledge, it is worth investigating the trend further. The below repeats that from prior reports and considers both the gender identities and types of positions of those hired prior to and after the pledge date. It assesses if there is evidence of an increase not only in overall representation of women in the TechTown workforce, but also in the rate at which women are hired for technical positions.

Overall, hiring for technical positions decreased after the pledge date while hiring for non-technical positions increased. At the same time, more women have been hired. Comparing post-pledge data from 2017 and 2018 we see that these trends have both slowed.

There continues to be evidence of a shift to more female employees holding technical roles since the pledge. Of those hired for technical positions before July 1, 2015 and still employed by the company, 20% identified as female, as compared to 30% after the pledge (+10% points). Put another way, if ten technical employees were hired prior to the pledge, two would identify as female. After the pledge, three of those ten technical employees would be female identified. These results are consistent with those from 2017.



Source: DHM Research, August 2018

Representation of women in non-technical positions also increased (+6% points), albeit to a lesser degree than seen in the 2017 results (+8% points). With this in mind, we investigate whether both increases are related to an overall increase in the representation of women.

Prior to the pledge, 29% of women held technical positions based on 2016 survey results. In post-pledge data from 2018, 31% of women hold technical positions. As seen previously, there has been little shift in the rate at which women are hired for technical positions after the pledge. Put another way, if ten women were hired before the pledge, three would hold technical positions—and the same would hold true after the pledge.

The 2018 data continue to suggest a link between increases in hiring for non-technical positions and of women. The rate at which women are being hired for technical positions has not yet changed substantively from pre-pledge data. Unless inroads are made here, female representation in technical positions will plateau.

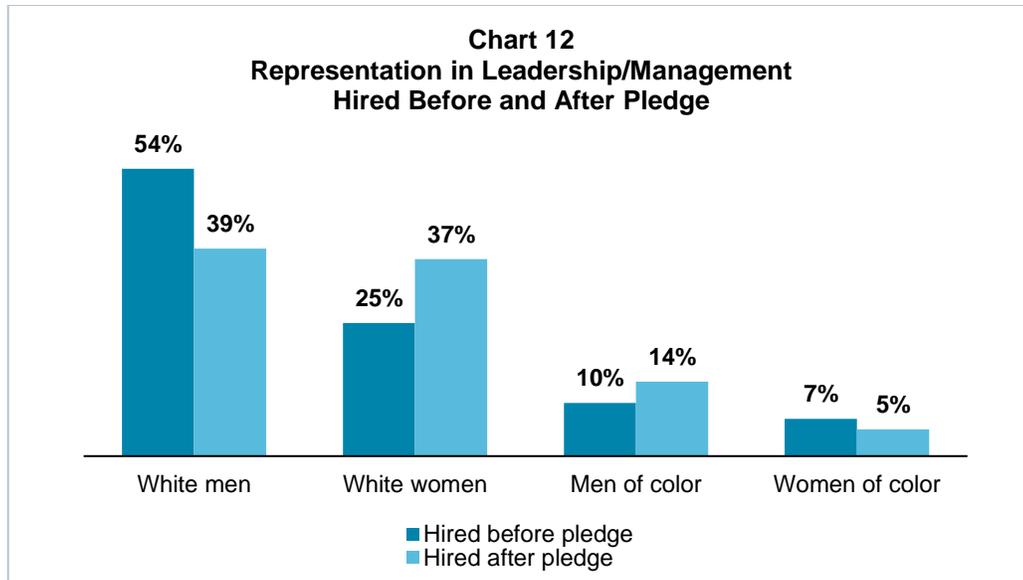
## **Identity, Leadership, and Management**

In the 2016 data, white men, men of color, white women, and women of color held leadership and/or management positions at nearly identical rates. The 2017 survey showed that white men held leadership and/or management positions at a higher rate (33%) than others, especially in comparison to women of color (20%). Put another way, in 2017, one in three white men held leadership and/or management positions, as compared to one in five women of color. While the disparities between white men (29%) and women of color (20%) remain, white women (28%) and men of color (28%) again hold leadership and/or management positions at a rate equivalent to white men. The following analysis investigates this trend.

In the 2016 survey, 30% of employees hired prior to the pledge date held leadership and/or management positions, while 2018 data indicates 22% of those hired after the pledge date do so (-8% points). The rate at which white men hired since the pledge hold a leadership and/or management position is 9% points lower than pre-pledge, while the gaps for white women (-4% points) and men of color (-3% points) are smaller. On the other hand, the rate at which women of color hold leadership and/or management positions fell by 20 points, from 33% of those hired prior to the pledge to 13% of those hired after. This is an even starker manifestation of a trend seen in last year's survey.

That said, it is worth noting that among those hired before the pledge who are still working at TechTown companies as of the 2018 survey, women of color (44%) are slightly more likely than other TechTown employees to hold leadership and/or management positions (38%).

As noted earlier, the representation of white men among hires has declined since the pledge date, while the representation of white women, men of color, and women of color has increased. Looking specifically at those who hold leadership and/or management positions, 54% of those hired prior to the pledge date were white men as compared to 39% of those hired after the pledge date (-15 points). This decline is largely accounted for by an increase in the representation of white women from 25% to 37% (+12 points). Men of color are slightly more represented (+4 points) among post-pledge employees holding leadership and/or management positions (14%) than they were among pre-pledge employees (10%). Women of color now make up a slightly smaller proportion of leadership and/or management hires post-pledge (5%) than they did for those hired pre-pledge (7%).



Source: DHM Research, August 2018

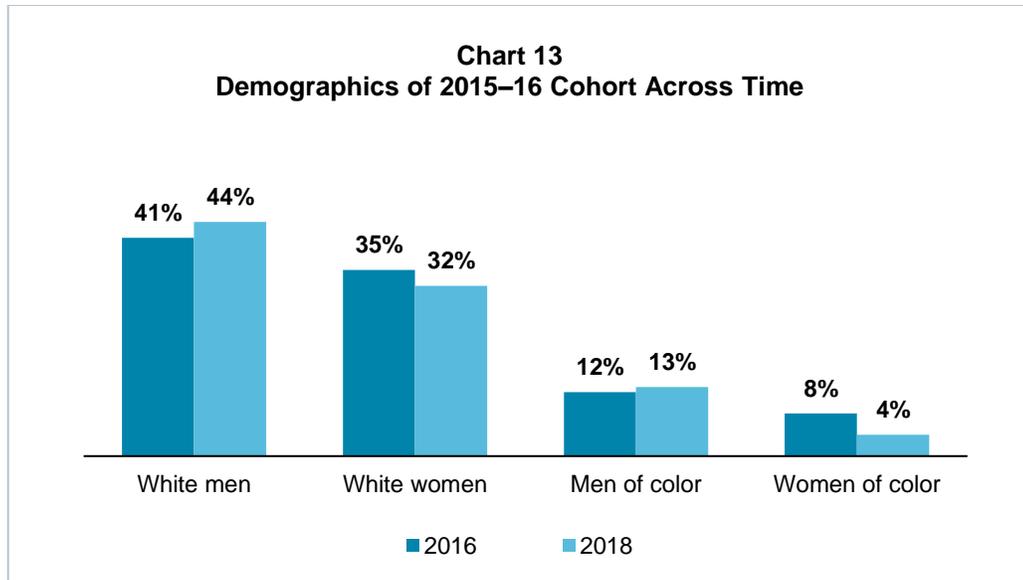
While there has been an overall decline in the proportion of employees holding leadership and/or management positions, gains in representation were seen among white women, and to a lesser extent, men of color. Like these groups, women of color have been hired at higher rates since the pledge date. But, women of color hired since the pledge (13%) hold leadership and/or management positions at less than half the rate of women of color who were hired prior (33%)—a larger decline than even that of white men.

## Retention

Asking employees about their exact hire date allows for the demographics of cohorts hired within certain timeframes to be tracked through time. The following analysis seeks to assess whether retention of employees differs based on key markers by comparing data about employees hired from the start of the pledge to the first TechTown survey (July 2015–May 2016) from the 2016 and 2018 surveys. For purposes of simplicity, these employees are referred to as the 2015–16 cohort.

In the 2016 survey, the cohort was 54% male and 43% female. Two years later, the representation of men had grown to 58% whereas that of women had fallen to 38%. While less pronounced, the representation of white people stayed constant whereas representation of people of color in the cohort decreased from 20% to 17%.

Looking at the data intersectionally paints a clearer picture of decreased representation of white women and women of color in the cohort. The representation of women of color halved.



Source: DHM Research, August 2018

Perhaps relatedly, retention was higher for those of the 2015–16 cohort in leadership and management or who held technical roles. As noted elsewhere, white men tend to be better represented among these roles. Comparing 2016 and 2018 data for all employees, we see that the proportion of leadership and/or management rose from 19% to 28% and that of technical employees rose from 43% to 51%. Representation of individual contributors and non-technical employees fell accordingly.

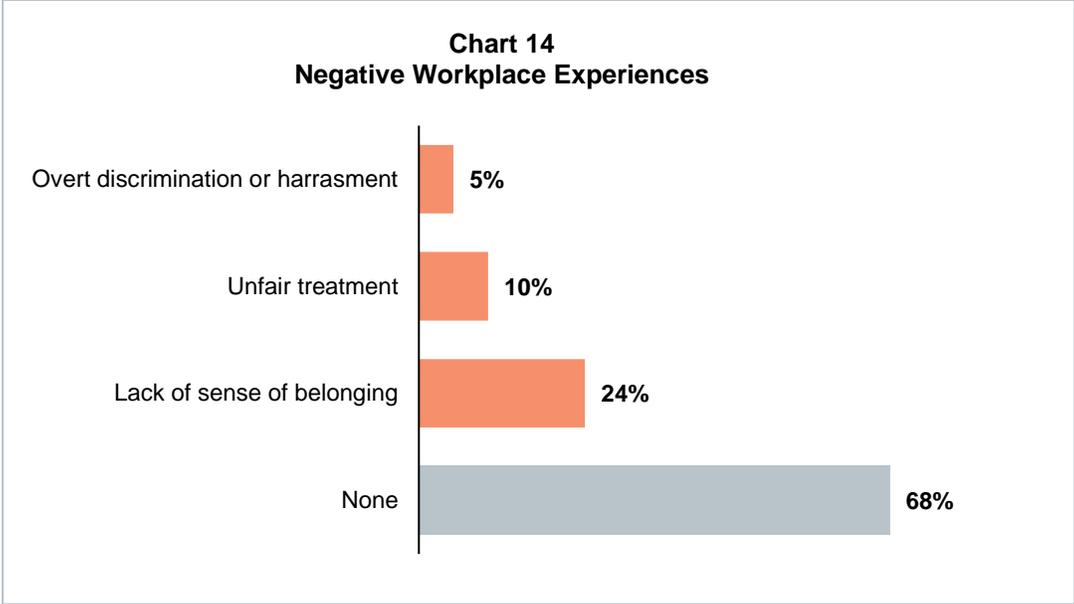
While this analysis represents an imperfect measure of retention it does suggest that differing retention rates may be hampering TechTown efforts, particularly among women of color.

### 3.4 WORKPLACE PERCEPTIONS AND EXPERIENCES

In a series of new questions, employees were asked about negative workplace experiences and whether they led to employees considering leaving their company. Participants were also asked if they agree or disagree with a series of seven statements describing their workplace experience. Two of these statements were tested in 2016, three additional ones were incorporated in the 2017 survey, and two were added in 2018.

#### Negative Workplace Experiences

Nearly three in ten (28%) indicate having experienced at least one of a lack of sense of belonging, unfair treatment, or overt discrimination or harassment.

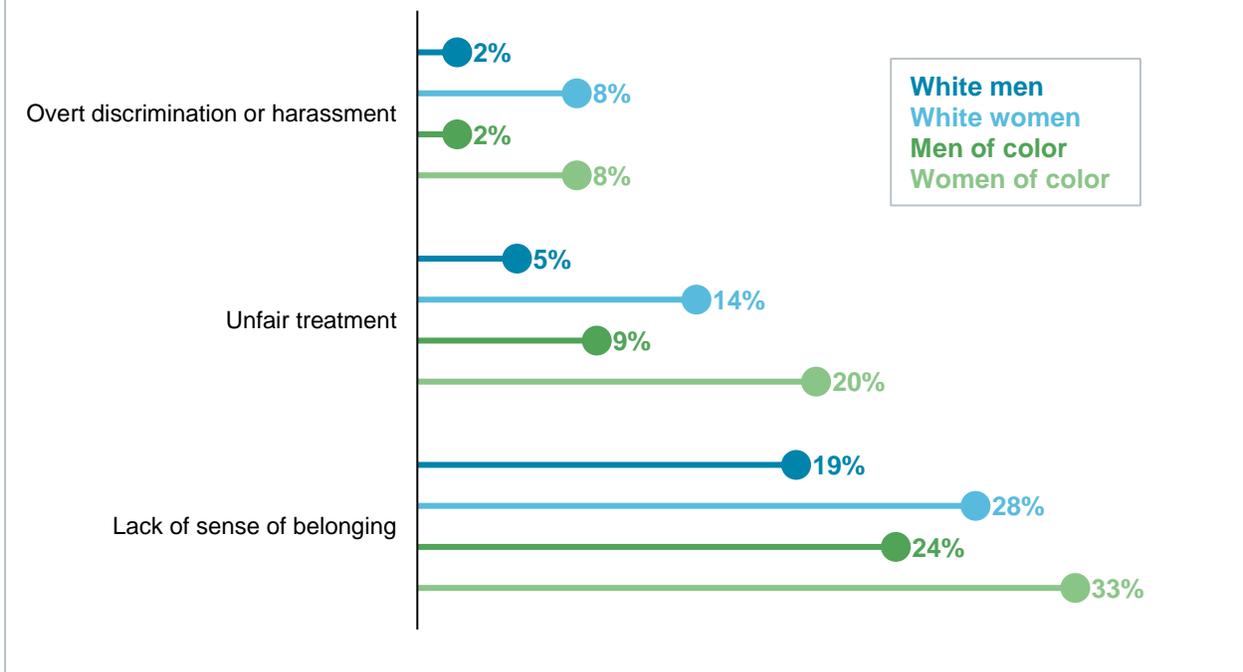


Source: DHM Research, August 2018

Men (22%) and white employees (26%) are less likely to have had these negative workplace experiences than women (35%) and people of color (33%). American Indian or Alaska Native and Hispanic or Latino employees are more likely to have experienced unfair treatment or lack of sense of belonging.

Looking intersectionally, we see familiar trends. White men are the least likely group to have negative workplace experiences (21%), followed by men of color (26%). White women (34%) and women of color (38%) are much more likely to have negative experiences. While 18% of Asian men report negative workplace experiences, 35% of Asian women do so.

**Chart 15  
Negative Workplace Experiences By Identity**



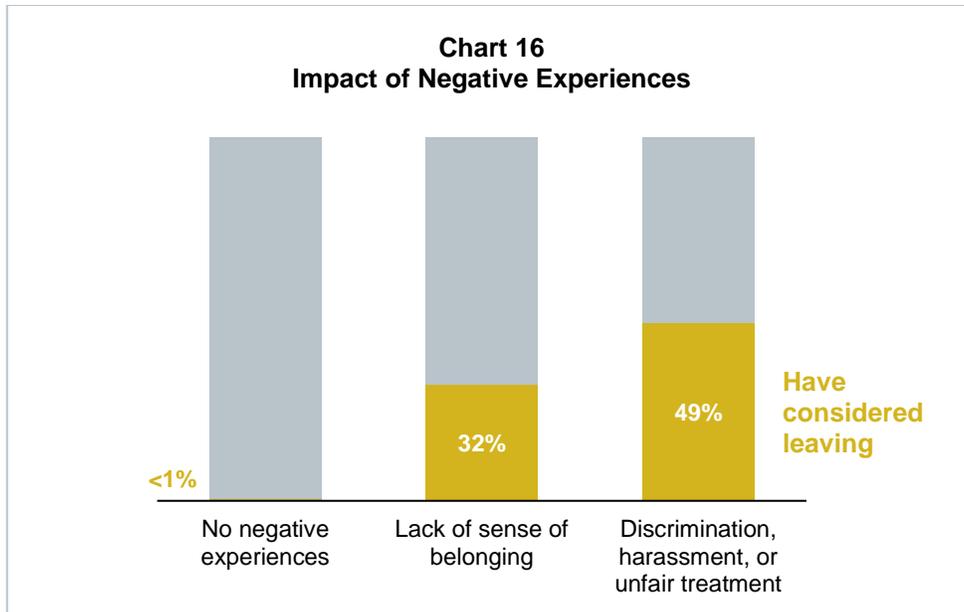
Source: DHM Research, August 2018

Women of color were the most likely to have been subject to each negative workplace experience and white men the least. Put in stark terms, women of color are four times as likely to have experienced unfair treatment and overt discrimination or harassment. The latter ratio holds true for all women in comparison to men.

LGBTQ+ employees and those who identify as a member of another underrepresented group are more likely to have experienced unfair treatment (15%) and a lack of sense of belonging (35%) than others (9% and 20% respectively).

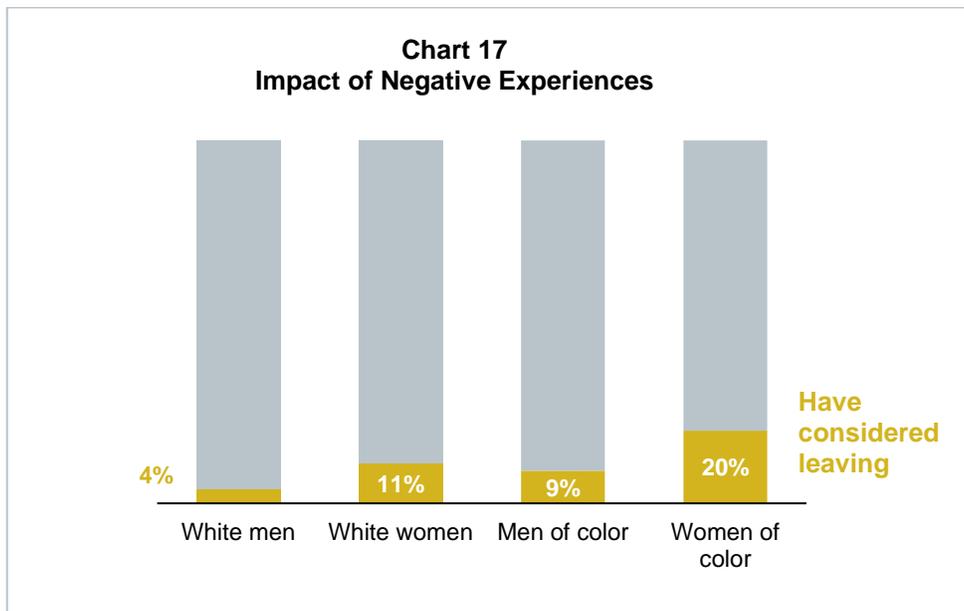
Likewise, individual contributors are more likely to have experienced unfair treatment (11%) and a lack of sense of belonging (27%) than leadership and management (7% and 17% respectively).

In all, 9% have considered leaving their company because of negative workplace experiences on the basis of their identity. Those who have experienced a lack of sense of belonging (32%) or discrimination, harassment, or unfair experiences (49%) are significantly more likely to have considered leaving than those with no negative experiences (<1%).



Source: DHM Research, August 2018

Parallel demographic differences were observed for this question, with women (13%) more than twice as likely as men (5%) and people of color (15%) more than twice as likely as white people (7%) to have considered leaving their company due to treatment on the basis of their identity. A fifth of women of color have considered leaving their company due to negative experiences due to their identity.



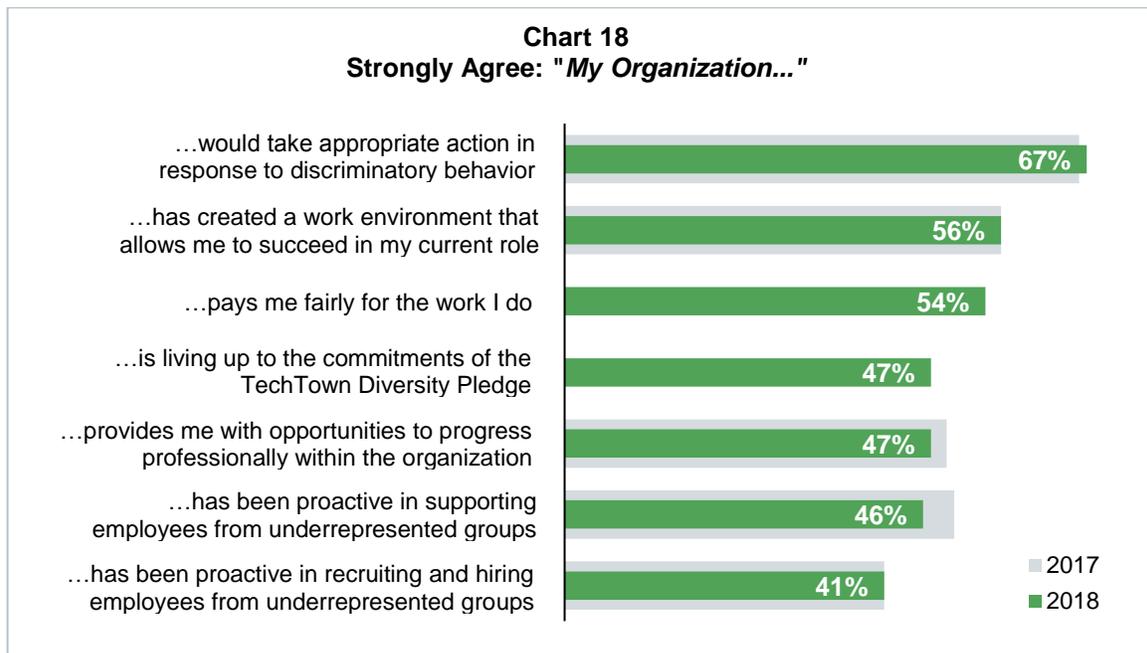
Source: DHM Research, August 2018

Large discrepancies were also found in comparing the rate at which LGBTQ+ and other underrepresented employees have considered leaving (16%) to others (6%).

Smaller differences were seen between individual contributors (10%) and those in leadership and management (6%).

## Agreement with Statements

Overall, between 74% and 89% said they agree with each statement. As in the past, TechTown employees are most likely to strongly agree (67%) that their “*organization would take appropriate action in response to discriminatory behavior*” and are least likely to strongly agree (41%) that their “*organization has been proactive in recruiting and hiring employees from underrepresented groups.*” “Don’t know” responses were higher for statements about the TechTown pledge (19%), recruiting and hiring underrepresented employees (10%), and supporting employees from underrepresented groups (8%).



Source: DHM Research, July 2017

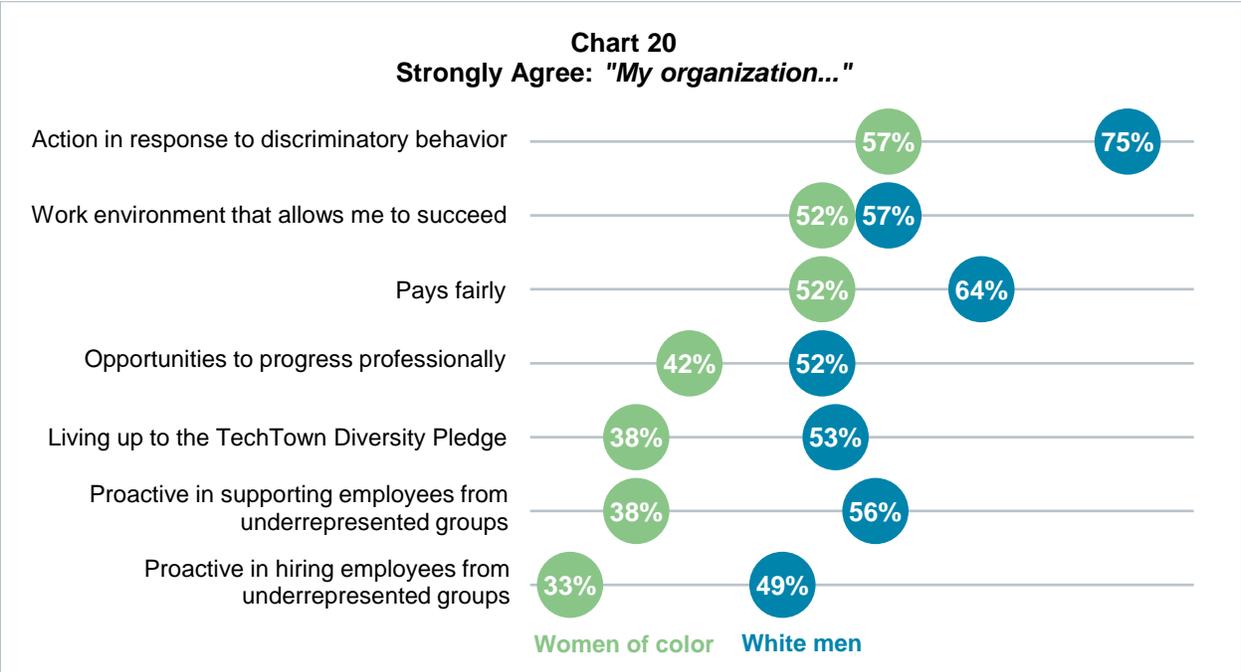
The only change of note from 2017 to 2018 was a 4 point decrease in the rate at which employees strongly agreed with the statement about “*supporting employees from underrepresented groups.*”

While overall agreement is high for these statements, there are notable differences, especially when considering the strength of agreement. While specific breakdowns are provided for each question, the following trends were observed.

In general, those in leadership and/or management positions strongly agree more often than individual contributors. This gap was particularly large for the statement about an employee’s organization providing them with opportunities to progress professionally within the organization.



White men tend to be the most positive about each statement, while women broadly are less so. Gaps between white men and women of color are notable for statements about discriminatory behavior and organizations taking proactive steps to increase diversity and inclusion.

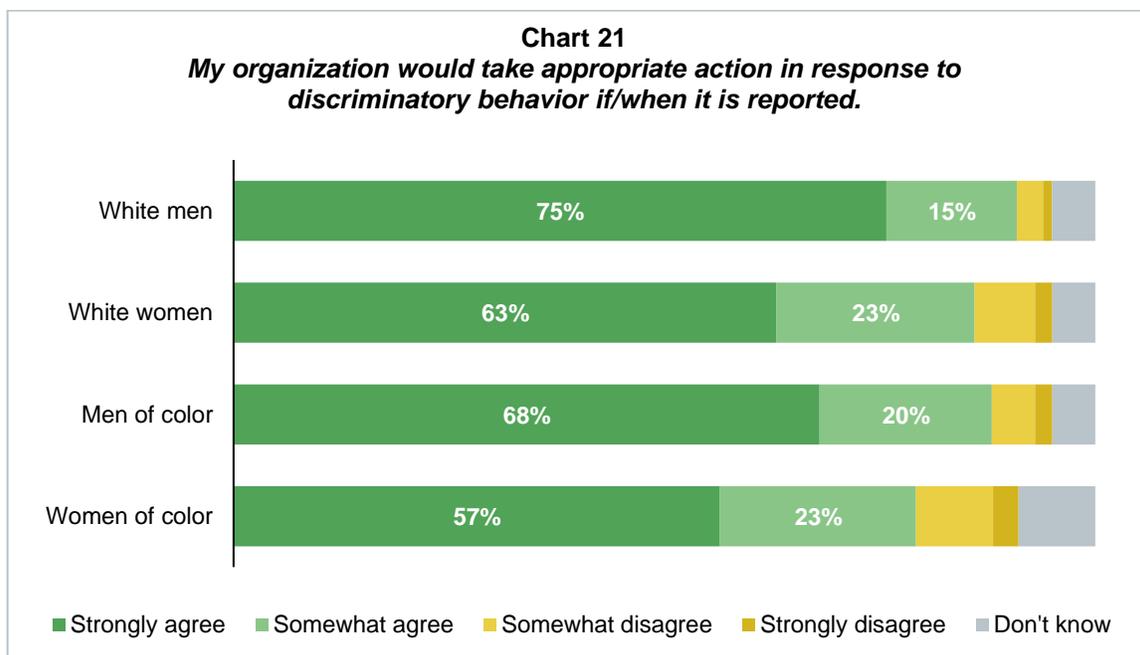


Older employees tend to be more positive than younger ones. Those who identify as LGBTQ+ or as members of another underrepresented group are more negative. Employees who have been subject to negative workplace experiences are notably less positive for all statements, suggesting the wide-ranging impact of being subject to such treatment on the basis of one's identity.

## Response to Discriminatory Behavior (Q11)

Two-thirds (67%) said they strongly agree with the statement, “*My organization would take appropriate action in response to discriminatory behavior if/when it is reported,*” and an additional 19% somewhat agree. In all, 8% disagree and 6% are unsure.

While 73% of male-identified employees strongly agree, only 60% of female-identified employees do. White employees strongly agree at a higher rate (69%) than people of color (62%). Hispanic and Latino employees disagreed more than others (18%).



Source: DHM Research, August 2018

White men are the most likely to strongly agree (75%), followed by men of color (68%), white women (63%), and women of color (57%).

Those under 35 strongly agreed less often (63%) than those who are older (72%).

Those who do not identify as a member of an underrepresented group are also more likely to strongly agree (70%) than LGBTQ+ and other underrepresented employees (58%).

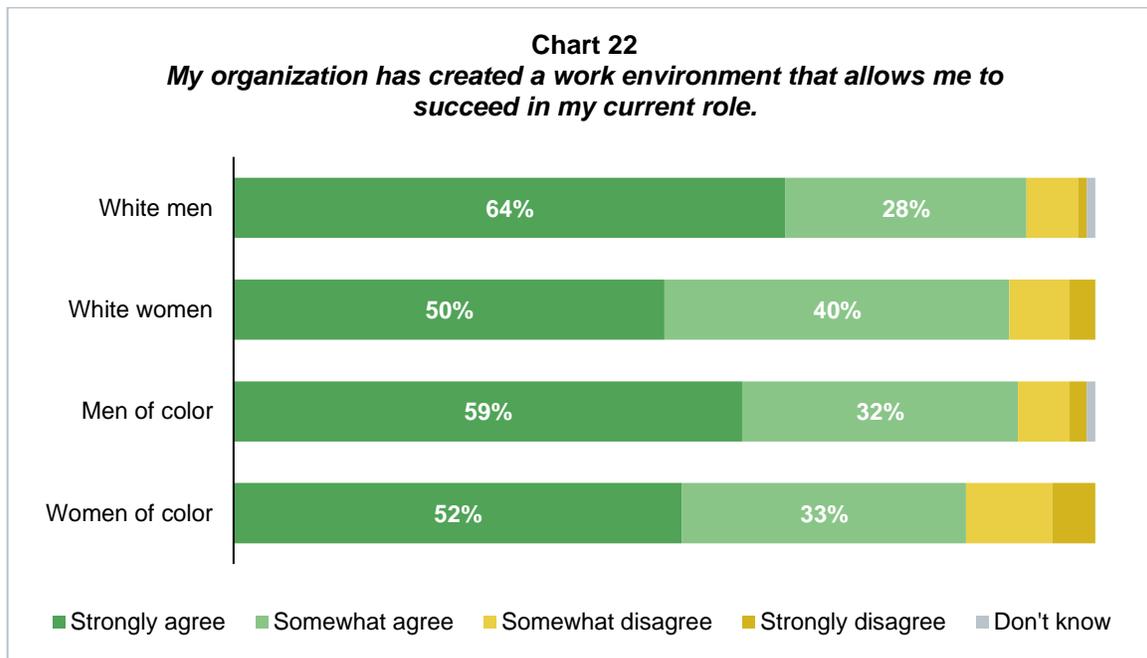
Leadership and management strongly agree at a higher rate (75%) than individual contributors (64%).

Finally, those who have experienced a lack of sense of belonging (45%) or direct mistreatment (26%) are much less likely to strongly agree that appropriate action will be taken in response to discriminatory behavior than other employees (78%).

## Success in Current Role (Q7)

More than half (56%) of all employees strongly agree that “*My organization has created a work environment that allows me to succeed in my current role,*” and 33% somewhat agree. In all, 10% disagree and almost none are unsure (1%).

While 62% of male-identified employees strongly agree, 50% of female-identified employees do so. White (58%) and Asian (61%) employees strongly agree more so than other people of color (50%).



Source: DHM Research, August 2018

White men are the most likely to strongly agree (64%), followed by men of color (59%), women of color (52%), and white women (50%). Women of color disagreed most of any group (15%), especially non-Asian women of color (22%).

Employees 35 and older strongly agreed (63%) more often than younger employees (51%).

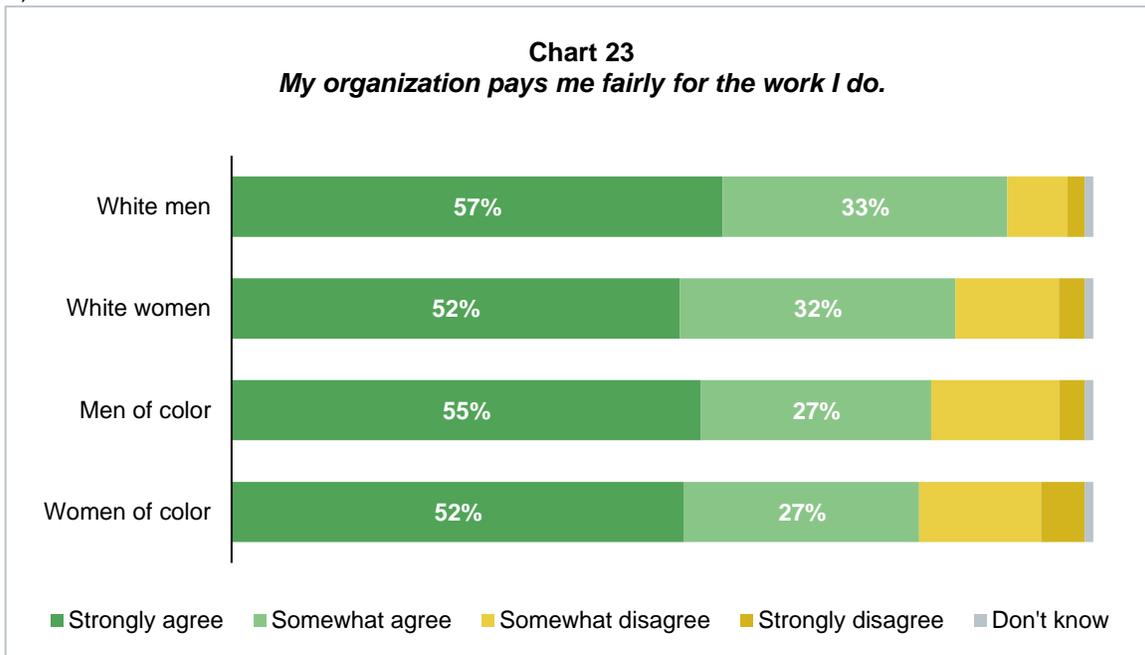
Leadership and management strongly agree at a higher rate (64%) than individual contributors (53%), as do technical employees (59%) in comparison to non-technical ones (53%).

Those who have experienced a lack of sense of belonging (29%) or direct mistreatment (25%) are much less likely to strongly agree that their work environment allows them to succeed than others (68%).

### Paid Fairly for Work (Q13)

A majority (54%) of employees strongly agree that “*My organization pays me fairly for the work I do,*” and 32% somewhat agree. In all, 13% disagree and almost none are unsure (1%).

Men strongly agree (57%) more so than women (51%), who disagree at a higher rate (17%) than men (10%).



Source: DHM Research, August 2018

Differences between strongly agree responses were not statistically significant, but women of color (20%), men of color (18%), and white women (15%) were all more likely than white men (9%) to disagree.

Those younger than 35 strongly agree less so (48%) than older employees (62%).

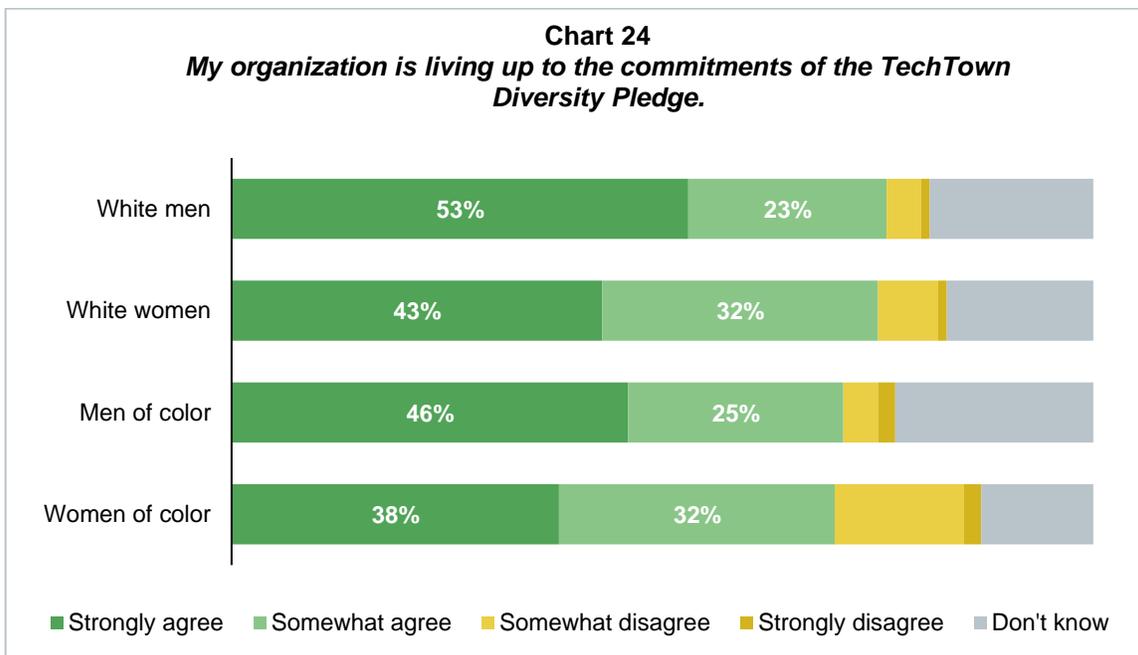
Leadership and management strongly agree at a higher rate (60%) than individual contributors (52%), as do technical employees (59%) in comparison to non-technical ones (50%).

Those who have experienced a lack of sense of belonging (40%) or direct mistreatment (34%) are much less likely to strongly agree they are paid fairly than others (61%).

## Living Up to TechTown Diversity Pledge (Q12)

Almost half (47%) strongly agree that “My organization is living up to the commitments of the TechTown Diversity Pledge,” and 27% somewhat agree. In all, 8% disagree and a sizable 19% are unsure, suggesting there’s room for continued education and outreach among employees. Demographic differences for this question in agreement are more connected to disagreement than uncertainty.

While 52% of male-identified employees strongly agree, 42% of female-identified employees do so. White (49%) and Asian (47%) employees strongly agree at a higher rate than other people of color (39%).



White men are the most likely to strongly agree (53%), followed by men of color (46%), white women (43%), and women of color (38%). Asian men strongly agreed (54%) more than Asian women (39%) whereas there were no differences by gender among other people of color.

Those who do not identify as a member of an underrepresented group are also more likely to strongly agree (50%) than LGBTQ+ and other underrepresented employees (39%).

Those younger than 35 strongly agree less so (41%) than older employees (54%).

Leadership and management strongly agree at a higher rate (55%) than individual contributors (44%).

Those who have experienced a lack of sense of belonging (26%) or direct mistreatment (21%) are much less likely to strongly agree that their company is living up to the pledge than others (56%).

## Opportunities to Progress Professionally (Q8)

Similar proportions strongly agree (47%) with the statement, “*My organization provides me with opportunities to progress professionally within the organization,*” with 36% agreeing somewhat. In all, 14% disagree and 3% are unsure.

Men are more likely to strongly agree with this statement (52%) than women (44%).



Source: DHM Research, August 2018

This trend is borne out in intersectional breakdowns, which show that white men (52%) and men of color (51%) strongly agree more than white women (46%) and women of color (42%).

Those 35 and older strongly agree (53%) more than younger employees (44%).

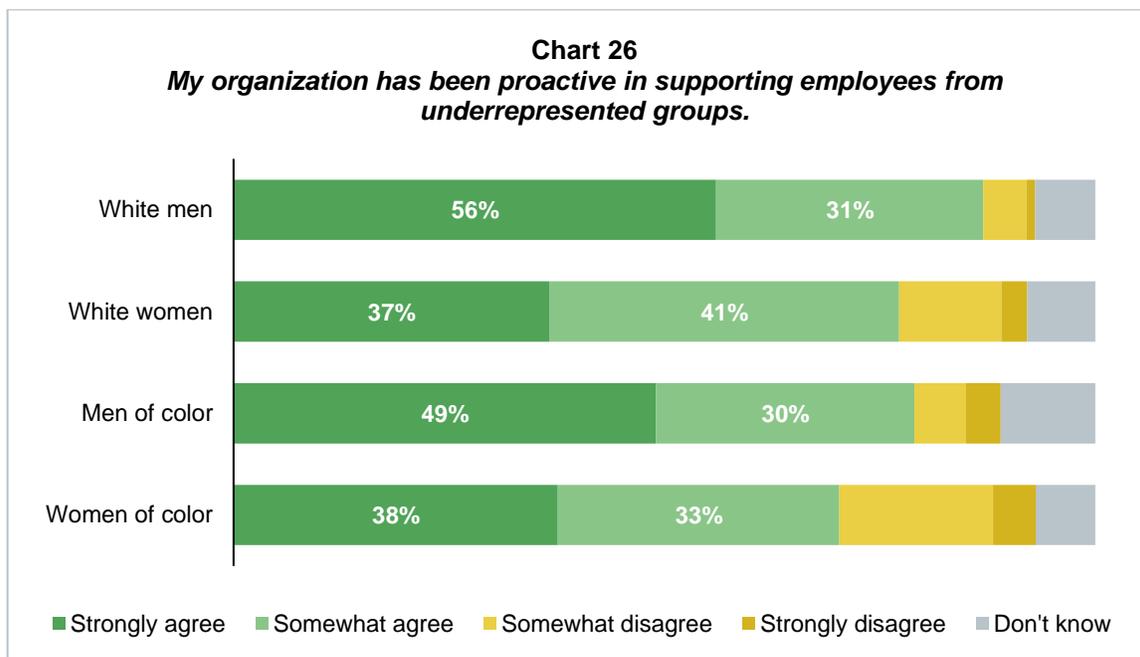
Leadership and management strongly agree at a higher rate (61%) than individual contributors (43%), as do technical employees (51%) in comparison to non-technical ones (45%).

Finally, those who have experienced a lack of sense of belonging (27%) or direct mistreatment (20%) are much less likely to strongly agree that they have opportunities to progress than others are (57%).

## Support for Underrepresented Employees (Q10)

Agreement with the statement “*My organization has been proactive in supporting employees from underrepresented groups*” is comparable, with 46% strongly agreeing and 34% agreeing somewhat. In all, 12% disagree and 8% are unsure.

Men are notably more likely to strongly agree with this claim (54%) than women (36%).



Source: DHM Research, August 2018

White men (56%) and men of color (49%) strongly agreed more than women of color (38%) and white women (37%). Nearly a quarter of women of color disagreed (23%), as compared to 6% of white men.

Those who do not identify as a member of an underrepresented group are also more likely to strongly agree (49%) than LGBTQ+ and other underrepresented employees (36%).

Those 35 and older strongly agreed more (54%) than younger employees (39%).

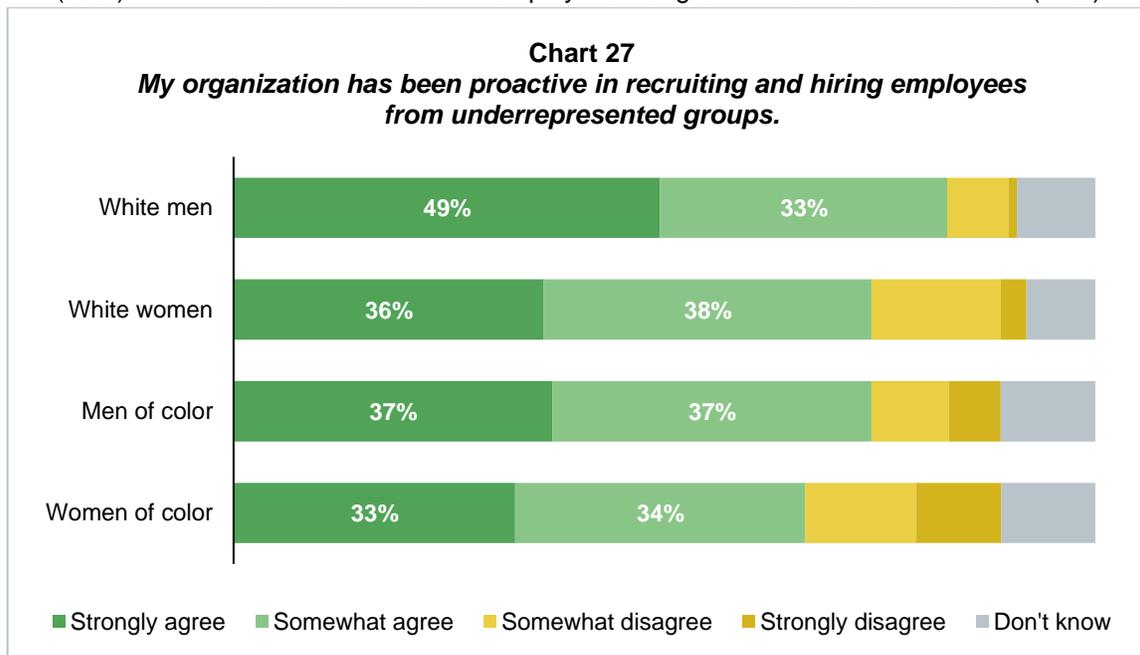
Leadership and management strongly agree at a higher rate (53%) than individual contributors (43%).

Those who have experienced a lack of sense of belonging (25%) or direct mistreatment (20%) are much less likely to strongly agree that their company is supporting underrepresented employees (55%).

## Recruitment of Underrepresented Employees (Q9)

Employees strongly agreed (41%) with the statement, “*My organization has been proactive in recruiting and hiring employees from underrepresented groups*” the least. Some 14% disagreed, and 10% were unsure.

Men strongly agreed (47%) more than women (35%), as did white people (43%) in comparison to people of color (35%). African and African American employees disagreed much more than others (41%).



Half of white men strongly agree (49%), as compared to between 33–37% of other identity groups. Women of color (23%), white women (18%), and men of color (15%) all disagreed significantly more often than white men (8%).

Those who do not identify as a member of an underrepresented group are also more likely to strongly agree (43%) than LGBTQ+ and other underrepresented employees (33%).

Those younger than 35 strongly agree less (36%) than older employees (47%).

Leadership and management strongly agree at a higher rate (47%) than individual contributors (39%).

Those who have experienced a lack of sense of belonging (24%) or direct mistreatment (18%) are much less likely to strongly agree that their organization has been proactive in recruiting and hiring employees from underrepresented groups than employees with none of these negative experiences (49%).

**TechTown 2018 Diversity Pledge**  
**April 9-27, 2018**  
**Tech Town Employees**  
**N=1588; margin of error ±1.3%**  
**4 minutes**  
**DHM Research**  
**Project #00701**

OPENING PAGE LANGUAGE:

**Diversity Pledge Survey**

As you may be aware, your employer has taken the [TechTown Diversity Pledge](#). This pledge seeks to improve diversity in the tech industry and identifies **5 Actions** that pledge companies will take in an effort to bring about change. The fifth action is “**Share our collective data**” on the demographic representation of our offices in the Portland metro area on the basis of race and gender.

The following survey allows us, as a collective group, to gather data on key demographics that will support our measurement of progress. It will drive decision-making to increase workforce diversity and improve workplace inclusion. However, we do not have the authority or ability to investigate internal company matters regardless of the information provided in this survey. The survey should take less than five minutes to complete. The survey is being hosted and analyzed by an independent, third-party firm, DHM Research.

**This survey is designed to be confidential. Please be advised that companies with 35 or more participants will receive survey response data for internal analysis. These responses will include collapsed demographic data.**

Thanks for your participation in this important project!

**[START SURVEY]**

*This survey is made possible because of the support of Prosper Portland, the city’s economic development agency. Along with key members of the tech industry, Prosper Portland was a founding partner in the TechTown Diversity Pledge. For more information on Prosper Portland’s work visit them [here](#).*

CLOSING PAGE LANGUAGE:

Thanks for taking the time to complete the survey and for being a part of the change towards an inclusive tech industry in Portland! Aggregate results from all companies who have taken the pledge will prove essential in guiding meaningful work on diversity and inclusion initiatives and to track TechTown’s progress.

Company level aggregate responses will be shared with the point of contact at that individual company, while data across all pledge companies will be provided to Prosper Portland with some results released publicly. Only companies with 35 or more responses will receive raw data for internal analysis.

*This survey is made possible because of the support of Prosper Portland, the city's economic development agency. Along with key members of the tech industry, Prosper Portland was a founding partner in the TechTown Diversity Pledge. For more information on Prosper Portland's work visit them [here](#).*

## EMPLOYMENT INFORMATION

1. What is your current employer's name?

Response Category	Total n=1588	2017 n=1479	2016 n=1270
AWS Elemental			
Cloudability			
Cozy			
Crowdstreet			
eRoi			
inDinero			
Instrument			
Jama Software			
Learning.com			
Lytics			
Metal Toad			
New Relic			
OpenSesame			
Planet Argon			
Puppet			
Simple			
Skyward			
ThinkShout			
Treehouse			
Uncorked Studios			
Zapproved			

### [NEW PAGE]

2. Is the primary office you work from located in the Portland metro area?

Response Category	Total n=1588	2017 n=1479	2016 n=1270
Yes	100%	100%	100%
No	0%	0%	0%

3. In what month and year were you hired? **This information will be collapsed to help preserve your anonymity. [DROP DOWN FOR EACH]**

Response Category	Total n=1588	2017 n=1479	2016 n=1270
Before July 1, 2015	31%	45%	65%
After July 1, 2015	69%	55%	35%

4. Prior to being hired by your company, where did you live?

Response Category	Total n=1588
Portland metro area	76%
Elsewhere in Oregon	5%
In another state	18%
In another country	1%

[NEW PAGE]

5. Is your current role a technical or non-technical position? **For the purposes of this survey, technical roles are defined as a position requiring knowledge or skills in programming.**

Response Category	Total n=1588	2017 n=1479	2016 n=1270
Technical or engineering position	49%	47%	49%
Non-technical position	50%	52%	51%
Don't know	1%	1%	1%

6. Is your current position a leadership position, a management position, or neither?

Response Category	Total n=1588	2017 n=1479	2016 n=1270
Leadership position (member of senior management or C-level staff)	9%	9%	9%
Management position (people report to you)	14%	16%	14%
Both a leadership and management position	4%	4%	4%
Individual contributor position (neither a leadership nor management position)	72%	70%	73%
Don't know	1%	1%	1%

[NEW PAGE]

## WORK ENVIRONMENT

The following seven statements are about the company where you are currently employed and your personal experiences with the organization. Please indicate if you agree or disagree with each statement.

(RANDOMIZE)

7. My organization has created a work environment that allows me to succeed in my current role.

Response Category	Total n=1588	2017 n=1479	2016 n=1270
Strongly agree	56%	56%	57%
Somewhat agree	33%	32%	31%
Somewhat disagree	8%	7%	8%
Strongly disagree	3%	4%	4%
Don't know/I prefer not to respond	1%	1%	1%

8. My organization provides me with opportunities to progress professionally within the organization.

Response Category	Total n=1588	2017 n=1479	2016 n=1270
Strongly agree	47%	49%	50%
Somewhat agree	36%	33%	34%
Somewhat disagree	9%	9%	9%
Strongly disagree	4%	4%	6%
Don't know/I prefer not to respond	3%	4%	2%

9. My organization has been proactive in recruiting and hiring employees from underrepresented groups.

Response Category	Total n=1588	2017 n=1479
Strongly agree	41%	41%
Somewhat agree	35%	37%
Somewhat disagree	10%	9%
Strongly disagree	4%	4%
Don't know/I prefer not to respond	10%	9%

10. My organization has been proactive in supporting employees from underrepresented groups.

Response Category	Total n=1588	2017 n=1479
Strongly agree	46%	50%
Somewhat agree	34%	34%
Somewhat disagree	9%	7%
Strongly disagree	3%	3%
Don't know/I prefer not to respond	8%	7%

11. My organization would take appropriate action in response to discriminatory behavior if/when it is reported.

Response Category	Total n=1588	2017 n=1479
Strongly agree	67%	66%
Somewhat agree	19%	21%
Somewhat disagree	5%	4%
Strongly disagree	3%	2%
Don't know/I prefer not to respond	6%	6%

12. My organization is living up to the commitments of the TechTown Diversity Pledge.

Response Category	Total n=1588
Strongly agree	47%
Somewhat agree	27%
Somewhat disagree	6%
Strongly disagree	2%
Don't know/I prefer not to respond	19%

13. My organization pays me fairly for the work I do.

Response Category	Total n=1588
Strongly agree	54%
Somewhat agree	32%
Somewhat disagree	10%
Strongly disagree	3%
Don't know/I prefer not to respond	1%

14. A more diverse tech community will benefit all of us. What advice would you give your organization and other TechTown diversity pledge companies as they work to increase workforce diversity and inclusion in the industry? **[OPEN—OPTIONAL]**

Response Category	Total n=589
Improve recruitment and hiring of underrepresented minorities (URMs)	32%
Outreach, partnerships, and pipeline	16%
Get serious about DEI	15%
Professional development for URMs	14%
Shift culture to be more inclusive	14%
DEI trainings	9%
Share information and welcome feedback	8%
DEI is complex and multifaceted	7%
Retention of URMs	6%
Keep it up	5%
More involvement from leadership	5%
Enforce DEI policies	4%

**[NEW PAGE]**

One of the key focus areas of TechTown is retaining talent. The next series of questions will help TechTown understand retention challenges within our participating companies.

**Companies will receive the aggregated results of employees from all TechTown companies for the next few questions. They will not know whether their own employees provided responses to these questions.**

15. Have you experienced any of the following at your workplace? **Please mark all that apply.**

Response Category	Total n=1588
Overt discrimination or harassment	5%
Unfair treatment	10%
Lack of sense of belonging	24%
None of the above <b>[EXCLUSIVE]</b>	68%
Don't know/I prefer not to respond <b>[EXCLUSIVE]</b>	4%

16. Have you ever considered leaving your company because of overt discrimination or harassment, unfair treatment, or a lack of sense of belonging on the basis of your identity, including but not limited to your gender, sexual orientation, race, or ethnicity?

Response Category	Total n=1588
Yes	9%
No	88%
Don't know/I prefer not to respond	3%

[NEW PAGE]

**DEMOGRAPHICS**

The following questions allow us to track demographic shifts in the TechTown workforce and to assess how identity impacts workplace experiences. These data will be reported in the aggregate. Only companies with 35 or more responses will receive raw data for internal analysis.

17. What is the highest degree or certification you have completed?

Response Category	Total n=1588	2017 n=1479	2016 n=1270
Less than high school	n=6	n=3	n=2
High school diploma	8%	5%	8%
Associate or 2-year undergraduate degree	5%	5%	5%
"Code school," or other certificate program*	--	2%	2%
Bachelor's or 4-year undergraduate degree	64%	67%	66%
Graduate degree (Masters, PhD, etc.)	19%	19%	17%
I prefer not to respond	3%	2%	2%

*\*Asked as a separate question in 2018, see Q18.*

18. Have you ever completed a coding bootcamp or certificate program?

Response Category	Total n=1588
Yes	15%
No	83%
I prefer not to respond	2%

19. What is your age?

Response Category	Total n=1588	2017 n=1479	2016 n=1270
18–24	4%	6%	7%
25–34	43%	46%	47%
35–44	34%	31%	31%
45–54	12%	12%	12%
55–64	3%	3%	1%
65+	n=3	n=2	n=1
I prefer not to respond	3%	3%	1%

20. What is your gender identity? **Please mark all that apply.**

Response Category	Total n=1588	2017 n=1479	2016 n=1270
Male	56%	55%	60%
Female	40%	41%	38%
Non-binary or gender non-conforming	2%	2%	2%
Trans	1%	1%	1%
Cis	11%	9%	9%
Other <b>[OPEN]</b>	1%	n=2	n=5
I prefer not to respond <b>[EXCLUSIVE CATEGORY]</b>	3%	3%	2%

21. What is your race or ethnicity? **Please mark all that apply.**

Response Category	Total n=1588	2017 n=1479	2016 n=1270
American Indian or Alaska Native	1%	1%	2%
Hispanic or Latino	5%	5%	5%
African/African American	2%	2%	3%
Pacific Islander	1%	n=5	1%
Asian	8%	8%	8%
White	81%	81%	86%
Slavic	1%	2%	2%
Middle Eastern	1%	2%	1%
North African	n=6	n=3	n=4
Something else <b>[OPEN]</b>	2%	2%	--
I prefer not to respond <b>[EXCLUSIVE CATEGORY]</b>	6%	5%	4%

22. Do you identify in any of the following ways? **Please mark all that apply.**

Response Category	Total n=1588	2017 n=1479	2016 n=1270
LGBTQ+ or gender and sexual minority	11%	11%	12%
Armed Service Veteran	2%	2%	2%
Physically disabled	1%	1%	1%
Disabled in another way (intellectual, sensory, mental illness)	6%	3%	2%
Other underrepresented group	5%	6%	3%
I do not identify as any of these groups <b>[EXCLUSIVE CATEGORY]</b>	73%	74%	79%
I prefer not to respond <b>[EXCLUSIVE CATEGORY]</b>	6%	7%	4%

**[NEW PAGE]**

23. Finally, are there any additional questions you think should be asked in this survey? **[OPEN—OPTIONAL]**