This annual report might mark the first time you have heard directly from those of us closely involved with TechTown. Since its inception in summer of 2015, we have created a community to turn the idea of our Diversity Pledge and its 5 Actions into something tangible. This report is a snapshot in time yet perspective on the change that has occurred is helpful context.

Initially, we focused primarily on the lack of representation within Portland Tech. What we discovered is that cultural change starts with hiring strategies. Creating a dual approach to these issues optimizes a sense of belonging for both the organization as well as the individual, especially those from underrepresented populations. This realization has helped TechTown better identify its value, position and work in Portland and in the industry. TechTown does not directly impact business decisions at individual companies. It identifies opportunities to unite across company silos and incite change within them that would not otherwise occur.

It enables action and facilitates connections between the individual companies, industry, community or non-profit organizations and individuals. This collective action is something we are not aware exists in other communities.

We have made major strides this year and we hope you’re feeling the impact of our work.

The following pages detail our progress on the five core actions of the TechTown Pledge. Driving cultural change to achieve more equitable hiring, retention and career advancement is central to our work. We have engaged hundreds of employees within this community to access bias training and address shared challenges.

We are proud of what we have achieved in the face of systemic and structural barriers but believe more needs to be done. Clearly, there are many more mountains we must climb to achieve our goals.

Currently, there is still an underrepresentation in the number Black and Brown individuals at all levels within Techtown companies. Their sense of inclusion is lagging compared to their White and male counterparts.

Inequity is greater in the management and leadership ranks. There is no simple solution, yet. We all have the agency to address this issue. When underestimated people gain representation and inclusion, we all benefit.

As a cisgender White male, my life is richer and my work is better since I have leaned into TechTown. The work, the education and hearing diverse perspectives have helped me better understand what it means to build an inclusive culture. Our work in 2020 will be different and it needs to go beyond those closest to TechTown. We are looking to you to help us build upon our progress. Whether you take an active role in TechTown, become an event partner, get your company involved, or simply hold us accountable, we need your help to move forward.

We encourage you to join us. Read this report and sign up at www.techtownpdx.com/together to be a part of it.

We’re stronger together. Welcome to the TechTown Community.

Jared Wiener
Technology & Media Industry Liaison
PROSPER PORTLAND
TechTown by the Numbers

We are a coalition of Portland Tech Companies who have come together to collectively advance workplace diversity and inclusion in order to grow the industry while broadening prosperity.

Since 2015, we have continued to hone in our vision, develop our programming around our 5 guiding actions and build an engaging community. 2019 was our most active year yet and we are excited to share our achievements.

Our Community

27 Pledge Companies.
20 TechTown Partners
51 Events
2200 Active employees out of total 3500 pledge company employees
 Representatives 25% of the Portland tech industry (in Multnomah County)
5000 Hours committed to TechTown

Our Reach

1500 Monthly website visitors
500 monthly slack messages between 370 members
2700 social media followers

TechTown’s Five Guiding Actions

1. Partnerships:
Partner with groups in Portland that can assist with hiring and career advancement for underrepresented communities

2. Hiring Strategies:
Create and implement strategies to increase hiring of women and people of color, from intern programs to full-time positions at all levels within our organizations

3. Training & Education:
Educate staff on unconscious workplace biases and implement specific actions designed to alleviate them

4. Career Development:
Provide internal development and progression programs, and ensure underrepresented employees can access these programs

5. Measuring Our Progress:
Share our collective data on the demographic representation within our offices in the Portland metro area

These actions are at the core of the Diversity Pledge each company makes to become part of TechTown. To learn more visit www.techtownportland.com
TECHTOWN LEADERSHIP

OUR LEADERSHIP

COMPANY LEADERS/CEOS: meet quarterly to connect on shared experiences and challenges within their companies

COMPANY LEAD CONTACTS: meet at Monthly Sessions to share experiences and best practices as well as build relationships within the community and partners

STEERING COMMITTEE: meet monthly to set goals, maintain vision and determine programming

ABOUT OUR STEERING COMMITTEE

The TechTown Steering Committee is the decision-making body, driving our initiatives and tactics, ensuring we support a more inclusive and diverse Portland Tech. They provide strategic insights, direction and execution of the overarching vision for TechTown. Composed of employees within TechTown Pledge companies, committee members are volunteers who commit to:

- Serve a two-year term (minimum)
- Meet monthly
- Determine programming and goals
- Co-lead implementation
- Build long-term structures and policies
- Set agendas for Monthly Morning Sessions and Quarterly Company Leader Sessions
- Advocate for success within Pledge companies

STEERING COMMITTEE HIGHLIGHTS:

- Formalized process and structure for committee framework
- Refined and refocused the TechTown mission
- Repositioned expectations, resources and commitment from TechTown CEOs
- Organized, led or co-facilitated all TechTown programming
- Developed and maintained thriving partnerships with community organizations

Learn more
STEERING COMMITTEE
techtownpdx.com/steering-committee
MONTHLY SESSIONS
TechTownPDX Slack Channel
MONTHLY BULLETINS
techtownpdx.com/news-stories

TECHTOWN LEADERSHIP

11 MONTHLY MORNING SESSIONS

4 COMPANY LEADER SESSIONS

8 STEERING COMMITTEE MEMBERS
2019 STEERING COMMITTEE MEMBERS

Morgan Armstrong
Senior HR Business Partner
Puppet Inc.

Emily Barrett
Community Ambassador
AWS Elemental

Lena Battan
Head of People
Cozy

Marcus Carter
Senior Recruiter
Instrument

Cara Snow
Chief Community Engagement Officer
Technology Association of Oregon (TAO)

Jared Wiener
Software Industry Liaison
Prosper Portland

Rachel Parrott
Program Manager, Global Diversity, Equity & Inclusion
New Relic

Crystal Sincoff
Manager of Workplace Experience, Diversity & Inclusion
Zapproved

“TechTown has found its footing and focus. Our leadership meetings have become very impact-focused and we are finding who we want to be as a committee and an organization. We’ve engaged with many more community partners and participated in events to show folks we’re out here and we are working to create a more equitable and place for everyone!”

Rachel Parrott, New Relic

Thanks to past Steering Committee members:

Omid Ashtari
VP of Strategy & Operations
Cozy

Nancy Garcia
Inclusion and Diversity Program Manager
AWS Elemental

Jenny Berkedal
Director of People
Metal Toad

Theresa Jelderks
Chief of Staff + VP of Programs
Technology Association of Oregon (TAO)

Joaquin Lippincott
CEO
Metal Toad

Reese Lord
Program Manager
Worksleys Inc

Tanya Webb
Head of Diversity, Equity & Inclusion
Puppet
1 Partnerships

Definition:
Partner with groups in Portland that can assist with hiring and career advancement for underrepresented communities

SITUATION:
There are a plethora of organizations throughout the Portland region that are doing crucial (or important) work to address diversity and inclusion inequity.

Rather than recreate the wheel or dilute efforts, TechTown focuses on partnerships with a select number of organizations to build a more dynamic relationship. This focus streamlines communication across TechTown Pledge Companies and employees, empowers our community to provide better support for positive outcomes of these efforts, and helps all parties move together in a shared, collaborative, effective direction.

2019 GOALS:
• Integrate more partnership events into the programing
• Increase the number of partners
• Build stronger relationships with current and new partners
• Work with partners to help create a greater impact

Details:
The focus for the first few years of TechTown was on internal development of its purpose, structure, and vision. We felt it was essential to focus on our foundational needs and value first, before developing external relationships with partnerships.

Throughout this development phase, we encouraged each Pledge Company to build their own individual partners and external relationships. TechTown used their role to bring awareness to local organizations to the Pledge companies.

In 2018, with our foundational needs and value established, we gradually started to build external relationships. In 2019, we made partnerships a priority. Throughout the year, we built dynamic partnerships with organizations that transcended individual transactions and built something new and exciting for all parties. We saw initial collaborations with organizations turn into thriving, consistent relationships that exceeded our expectations.

For example, early in 2019 we launched a TechZone Lounge at the Portland Workforce Alliance (PWA) Youth Expo. This initial collaboration led to developing a series of Girls of Color events that launched in the fall. Similar rewarding relationships were developed with Partners in Diversity and PDX Women in Tech (PDX WIT). See the 2019 Highlights section for more details.

2019 ACTION SCORE:

<table>
<thead>
<tr>
<th>PARTNERSHIPS</th>
<th>61%</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIRING STRATEGIES</td>
<td>66%</td>
</tr>
<tr>
<td>TRAINING &amp; EDUCATION</td>
<td>75%</td>
</tr>
<tr>
<td>CAREER DEVELOPMENT</td>
<td>58%</td>
</tr>
<tr>
<td>MEASURING OUR PROGRESS</td>
<td>57%</td>
</tr>
</tbody>
</table>

How TechTown employees rated their companies at meeting the 5 actions.

Rating breakdown:
55% women of color
54% LGBTQ
66% white males
HIGHLIGHTS:

DYNAMIC RESULTS WITH PWA

• Hosted TechZone Lounge at PWA Youth Expo on March 19, 2019, with 40 volunteers from 21 Pledge companies. During the event, there were 3,000 student interactions and 550 meaningful engagements between students and TechTown companies. The event led 13 Pledge companies to plan a career day at their respective offices.

• Collaborated with PWA to launch 3 Fall Girls of Color Cohort events in which 20 different TechTown Pledge companies participated either by hosting, attending or being a featured speaker.

COLLABORATION PARTNERS WITH DIVERSITY

• Tabled at Partners in Diversity’s Say Hey for Interns event for second year.

• Worked with Partners in Diversity to create the first Happy Hey Hour for Tech event with the support of 52 Limited.

PDX WIT SCHOLARSHIPS

• Continued our annual sponsor for a third year to better enable their work.

• Supported the launch of a new scholarship program through financial sponsorship. This has enabled women in tech to attend training opportunities they might not otherwise have accessed. PDX WIT used TechTown’s financial commitment to leverage a match in funds of more than 100%.

“The collaboration and community effort of the TechTown PDX companies alone is an inspiring success; though the real value is measured by the students’ successful and honest engagement with the many committed and caring professionals in tech.”

Julia Soto Partnerships Director, Portland Workforce Alliance

“TechTown allows Partners in Diversity to effectively work with Portland’s fast growing tech industry in a way that furthers our goal of attracting, retaining and supporting diversity influencers and professionals of color. In 2019, along with 52 Limited, we successfully partnered on the first ever Happy Hey Hour in Tech event and look forward to building upon that partnership to do even more in 2020.”

Mari Watanabe Executive Director, Partners in Diversity
PARTNERS EXPAND TECHTOWN’S REACH

EVENT COLLABORATIONS:
• Black Male Achievement panel discussion at AWS Elemental
• International Women’s Day Workshop & Breakfast

SPONSORSHIPS:
• BWISTEM Summit along with five TechTown companies
• PDX Startup Latino
• ChickTech’s High School Kickoff
• 4k 4Charity (medal sponsor)

ADVOCATED AND SUPPORTED:
• First Robotics event and Pledge Company participation
• Pride Parade
• QDOCS Film Festival
• Emerging Leader
• Trainings at De La Salle, Treehouse, Epicodus, Alchemy Code Lab

FACILITATED INDIVIDUAL CONNECTIONS:
• Black Male Achievement
• Urban League
• Partners in Diversity

RESULTS

15 partnerships
3 organizational partnerships
11 events sponsored
6 events with TechTown panel

6000 attendees reached by TechTown via our presence at events

EVENT PARTICIPANTS
2,500 PWA Youth Expo attendees
60 attendees at Happy Hey Hour

Sponsored 3 PDX WIT scholarships
3 PWA Girls of Color events
10+ PDX WIT events hosted by TechTown companies
“More partnerships and support for organizations to expand the pool of candidates and exposure in underrepresented populations”

“Be more proactive in partnering with organizations that represent underrepresented people, and work on fostering a culture that supports employees of diverse backgrounds”

“I am most excited about the engagement we had with PWA and participating in the Youth Expo. Sharing about tech careers with high school students with other TechTown members was really inspiring.”

Cara Snow, TAO, Steering Committee Member
Hiring Strategies

DEFINITION:
Create and implement strategies to increase hiring of women and people of color, from intern programs to full-time positions at all levels within pledge companies.

SITUATION:
Hiring diverse talent, and doing so inclusively, is not a reality for most U.S. businesses. Portland tech, like tech industries across the country, lack the representation of diverse voices in the workforce due to a variety of factors.

TechTown is sharing resources to break down structural barriers, while also partnering with programs to recruit more diverse talent.

2019 GOALS:
• Develop collateral for community partners to use to help make Portland Tech more accessible
• Help Pledge companies create more equitable hiring practices
• Identify partnership opportunities to address this issue
• Build relationships with organizations throughout Portland and TechTown companies to build programming to address this issue

DETAILS:
For TechTown companies to become more diverse they must create business practices that combat structural and societal barriers to employment for populations traditionally underrepresented within the industry. To address this issue, improve current hiring outcomes of those companies and create change within the entire system, TechTown is utilizing this three-pronged approach:

1. Examine where and how TechTown Pledge companies source talent
2. Scrutinize and review the hiring process
3. Determine a long-term approach that includes listening to and recruiting diverse student populations into the industry

UNDERSTANDING THE STATUS OF WORKFORCE DIVERSITY
The proportion of TechTown employees identifying as white alone* is similar to that of the general population.

<table>
<thead>
<tr>
<th>White alone*</th>
<th>TechTown Survey</th>
<th>Software/Tech Industry</th>
<th>All industries</th>
<th>General Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>74%</td>
<td>81%</td>
<td>78%</td>
<td>73%</td>
<td></td>
</tr>
</tbody>
</table>

DHM Research | Prosper Portland TechTown 2019 Survey

* Note: The racial and ethnic representation is presented as white alone. This gives the impression as centering whiteness and is a weakness of presenting the data in this manner. Because of differences in ways different data is collected, this best allows us to make like comparisons across different data sources.
HIGHLIGHTS:

THE RIGHT JOB BOARDS
In order to address the issue of source talent, we used our Morning Sessions and relationship with our partners, Urban League of Portland, Emerging Leaders, PDX WIT, and Partners in Diversity, to raise awareness of their job boards offerings and boards used by diverse talent.

CAREER FAIR COLLABORATION
TechTown become a sponsor of the Black Women in STEM Summit along with five TechTown companies participating in the career fair.

STAR METHOD GUIDE
TechTown evaluated, tested and promoted a STAR (Situation. Task. Action. Result.) Interviewing Method Guide and made it accessible to all Pledge Companies. The guide, designed to remove bias and support equitable candidate interviews, provides a process and tips for evaluating responses while avoiding pitfalls.

SHARED EQUITABLE HIRING PRACTICES
Several Pledge companies used the Morning Sessions and Slack to share the structures they put in place to implement a more equitable hiring practices. The shared structure and resources included mandatory hiring panel training, a standardized process for all candidates, and removing potential points of bias.

REACHING OUT TO STUDENTS
TechTown created a Portland Tech Overview Guide that was distributed during career fairs and youth events hosted by Pledge companies. Based on the relationships built during the PWA Youth Expo (see page 7), Pledge companies hosted student-focused events to put a human face to tech employees, the industry and types of jobs available.

UNDERSTANDING THE REPRESENTATION OF WOMEN IN TECH
Representation of women is higher within TechTown companies than in the software industry at large.

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Female*</th>
</tr>
</thead>
<tbody>
<tr>
<td>TechTown</td>
<td>52%</td>
<td>42%</td>
<td>42%</td>
</tr>
<tr>
<td>Software/Tech</td>
<td>68%</td>
<td>32%</td>
<td>32%</td>
</tr>
<tr>
<td>All industries</td>
<td>52%</td>
<td>48%</td>
<td>48%</td>
</tr>
<tr>
<td>General Population</td>
<td>49%</td>
<td>51%</td>
<td>51%</td>
</tr>
</tbody>
</table>

DHM Research | Prosper Portland TechTown 2019 Survey
*Note: Questions and the available responses for questions of sexual identity differ between data sources.
SITUATION:
We need all members of the community to have the same understanding and definition of inequality and diversity as well as the same plan on how we can work together to address it.

To establish a baseline of understand, definition and vocabulary, TechTown set out to improve the access, awareness, and attendance to current and required education in order to move the conversation forward.

To continue moving forward, it is imperative to establish a shared understanding, terminology and method in addressing the negative behaviors associated with this issue.

Given this understanding, we sought out to create AllyShift. AllyShift aims to establish a shared language, awareness and course of action to address this issue through example. Through small group scenario-based learning, AllyShift workshops aims to remove bias and barriers experienced by individuals from undervalued populations. AllyShift workshops provide attendees tools to identify when issues of bias occur and the actions needed to create better outcomes.

Providing access to AllyShift workshops is critical for positive individual and cultural progress. In order to normalize behavior and integrate an unbiased culture within TechTown, we need to reach a significant AllyShift attendance number as well as integrate it’s teachings into our Morning Sessions as well as the quarterly sessions with company leaders.
HIGHLIGHTS:

LUNCH AND LEARN SERIES
TechTown enhanced Zapproved’s DEI Lunch and Learn Series. Zapproved made this a community resource rather than an internal opportunity. Pledge companies, Simple Finance and Autodesk, partnered to leverage this programming by providing financial support and livestreaming sold-out sessions at their facilities.

SHARED RESOURCES
TechTown created an Open Source Resource Inventory. The resource is available to TechTown Pledge companies and the Portland community to reference and add to it.

This open source inventory, as well as other community resources are available at http://techtownportland.com/resources/

TECHTOWN’S ALLYSHIFT TRAINING
In the fourth quarter of 2018, TechTown launched AllyShift, a scalable workshop training that is built off a train-the-facilitators model. In 2019, TechTown surpassed its goal of 300 AllyShift workshop attendees due to the train-the-facilitator model. For more information about AllyShift, see page 14-15.

ALLYSHIFT FEEDBACK
“AllySkills Workshop was the most important workshop I’ve been to in my career. In our world full of racism, stereotypes, and phobias, it’s more important than ever to stand up for each other and support each other, for only through compassion and understanding can we forge a brighter path forward.”
ALLYSHIFT WORKSHOPS

TechTown AllyShift is a free three-hour workshop to build individual ally skills among employees of TechTown companies, and to normalize the positive work environment this creates. It creates a safe environment for open and effective discussion. Attendees learn a baseline of terminology, and through scenario based experiential learning, they gain skills to combat oppressive actions and culture. Scenarios range from unintended microaggressions stemming from poor word choice to explicit bias.

The original curriculum was brought to the TechTown community by Puppet with the financial support of Prosper Portland. TechTown adapted the curriculum to develop a scalable and sustainable program to align with our long-term accessible education goals. Tanya Webb, during her tenure at Puppet, spearheaded the effort and has been instrumental in its success.

ALLYSHIFT STRUCTURE

- Free for all Pledge company employees
- Regular trainings available every quarter
- 3 hour session
- Less than 30 attendees
- Scenario-based experiential learning

GOAL: 300 ATTENDEES BY THE END OF 2019

RESULTS

350+ attendees (more than 10% of the employee number at TechTown companies)

80% of attendees would recommend the training to colleagues in post-event survey

8 locations

22 facilitators trained

3 TRAINING & EDUCATION
“Excellent training on how to be an ally and build a safer and more inclusive community and work place. I would encourage all businesses to participate.”

“Everyone can learn to be a better ally. This workshop will help to open your mind and think critically about how to become a better ally on a daily basis.”
DEFINITION:
Provide internal development and progression programs, and ensure underrepresented employees can access these programs

2019 ACTION SCORE:

| PARTNERSHIPS | 61% |
| HIRING STRATEGIES | 66% |
| TRAINING & EDUCATION | 75% |
| CAREER DEVELOPMENT | 58% |
| MEASURING OUR PROGRESS | 57% |

Rating breakdown:
49% women of color
55% LGBTQ
64% white males

SITUATION:
Research indicates there are multiple barriers that exist which inhibit women and people of color from being able to advance to positions of power within organizations. The annual TechTown survey confirms these inequities exist within TechTown Pledge companies.

To combat this critical issue, TechTown has prioritized education and awareness building so the issue is understood by all to get to the root cause of the issue.

Additionally, part of this work includes enhancing training and career development opportunities made accessible for underrepresented populations.

2019 GOALS:
- Collaborate with PDX WIT, a TechTown partner, to amplify their career development programs and opportunities
- Leverage AllyShift (see page 14) to increase awareness and action
- Encourage AllyShift Trainers and Steering Committee members to display their TechTown role, skills and experience as part of their professional profile
- Showcase leaders of color

DETAILS:
It is critical for women and people of color to be given an equal opportunity to advance their career and obtain management and leadership positions. This advancement provides these individuals with the leverage to have a larger impact on inclusion within their company and throughout the industry. They will have a seat at the table to impact key decisions and, in some cases, are the decision-makers behind hiring, promotions, and organizational strategy. This type of decision-making has a cascading impact on an organization and its culture.

Through our annual survey, we know that people of color and women do not have the opportunities to acquire or maintain leadership positions within Pledge companies. Women of color are most underrepresented in these positions. This inequality is due to many systematic factors such as hiring practices, career development, and work culture. TechTown seeks to address this inequality in order to create a cascading change within Pledge companies as well as in future hiring decisions and practices. To achieve better representation in leadership and achieve change from these underrepresented communities, two things must happen in tandem:

- Improve career advancement access and opportunities
- Shift workplace culture to retain and support them within leadership roles

While an underrepresentation exists, there are leaders of color at TechTown companies. TechTown prioritizes their access to panel, speaking opportunities, and leadership roles within TechTown.

“White people are more likely to hold leadership and/or management positions than people of color are, and there is little change in POC representation in these positions between pre- and post-pledge hires. Women of color are the least likely to hold positions of power.”

- DHM Research, 2019 Employee Survey Analysis
“Hiring women and underrepresented minorities is a good first step, but what matters more is retaining those employees. This includes making sure they have a comfortable working environment and taking it seriously when they bring up issues with their team dynamics, how their performance is being assessed, or any other issues that make their work environment challenging. It also means making sure they have ample opportunities for learning and career growth and that they aren’t expected to find or generate all those opportunities on their own.”

HIGHLIGHTS:

AMPLIFIED PDX WIT’S SCHOLARSHIP PROGRAM
TechTown, along with additional investment from Pledge Companies, sponsored four PDX WIT scholarships opportunities. TechTown pursued this collaboration with PDX WIT because of their position to deploy the program effectively and efficiently to their 5,000 members.

SUPPORTING EMERGING LEADERS MENTORSHIP (ELM)
TechTown provides financial, promotional and functional support to this Emerging Leaders program that connects aspiring individuals with industry leaders for professional guidance and networking. TechTown Pledge company employees serve as Emerging Leaders Mentors and TechTown has enhanced their partnership with ELM, providing presentation opportunities Morning Sessions.

LEVERAGING LINKEDIN
TechTown has made strides to support the individuals who have taken an active role in advancing our work as well as making an impact within their companies. TechTown has created standards and structure for these roles to not only provide career development opportunities but create a sustainable approach to our work and progress. From AllyShift facilitator training to Steering Committee members, TechTown has developed and provided individuals within these roles with the instructions, tools and language to leverage their work through their resume and LinkedIn profiles.

EMPLOYEE SURVEY INSIGHTS
What advice would you give your organization and other TechTown pledge companies as they work to improve workforce diversity, equity and inclusion?

“Hiring women and underrepresented minorities is a good first step, but what matters more is retaining those employees. This includes making sure they have a comfortable working environment and taking it seriously when they bring up issues with their team dynamics, how their performance is being assessed, or any other issues that make their work environment challenging. It also means making sure they have ample opportunities for learning and career growth and that they aren’t expected to find or generate all those opportunities on their own.”
MEASURING OUR PROGRESS

DEFINITION: Share our collective data on the demographic representation of gender and race within our offices in the Portland metro area.

2019 ACTION SCORE:

<table>
<thead>
<tr>
<th>Category</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partnerships</td>
<td>61%</td>
</tr>
<tr>
<td>Hiring Strategies</td>
<td>66%</td>
</tr>
<tr>
<td>Training &amp; Education</td>
<td>75%</td>
</tr>
<tr>
<td>Career Development</td>
<td>58%</td>
</tr>
<tr>
<td>Measuring Our Progress</td>
<td>57%</td>
</tr>
</tbody>
</table>

Rating breakdown:
- 53% women of color
- 41% LGBTQ
- 64% white males

About TechTown’s Survey
CONDUCTED WITH
DHM RESEARCH
PREVIOUS REPORTS:
techtownportland.com/resources
2019 FULL REPORT
techtownportland.com/resources

SITUATION:
We cannot change what we do not know. We must understand our industry’s demographic representation and the way people feel about the workplace in order to make positive change.

For the past four years, TechTown has conducted an employee survey at member companies which provides our community with the data we need to make strategic and programming decisions.

2019 GOALS:
- Execute and increase responses to annual employee survey
- Utilize survey results and analysis to create and distribute individual company scorecards
- Make survey results available to the public through the TechTown website
- Use survey insights and analysis to guide future TechTown efforts

DETAILS:
The annual employee survey provides TechTown with a data-centered approach to decision-making to a complex problem. It allows our community to better understand what is working and where the larger issues still exist.

We have refined the survey questions and analysis each year to enable more effective actions. Companies over a certain size (to protect confidentiality of responses) receive data of their company’s responses in a ‘company scorecard.’ The scorecard provides these companies the opportunity to benchmark their progress as well as actionable data to aid in decision-making.

UNDERSTANDING WHERE WE ARE, NOT UNLOCKING QUICK FIXES
The annual survey is not designed to nor will it show significant change year-to-year. Yearly change is an insufficient indicator of success and striving for quick fixes could do more harm than good.

Regardless of the outcome and year-over-year change, we know we cannot hide from the data. It is information we need as a community to be transparent with our progress and to understand the complexity of challenges impacting change. It is an opportunity to publicize it, understand it, and engage more people to get the support needed to continue to make positive progress.

TechTown exists to collectively address a structural inequity, perpetuated for generations, across several individual companies at different phases of addressing issues of diversity, equity and inclusion. We aim to be an accelerator for cultural change within companies through collaboration, programming, community and education. The data is not the measurement of our success, but rather a tool to help us understand and guide the social capital we are working to create.
“We must work to ensure that Portland’s tech industry is not only diverse, but inclusive and supportive of all employees. The annual survey of employees at the more than 20 TechTown companies provides actionable data for company leaders and local policy makers to better understand and challenge lingering structural inequalities in the industry. This year’s data highlights the need for continuing interventions such as those to support women of color and for decision makers to center the experiences and priorities of underrepresented and marginalized employees.”

Eddie Szamborski, Project Manager, DHM Research
“DE&I work, allyship training, and unconscious bias training need to be mandatory for *all* employees, including C-suite. Publish diversity metrics, and plans for improving those numbers, on a quarterly basis.”

“As an employee, I should be able to see how my company is performing against its diversity initiatives, preferably through a dashboard that is updated regularly.”

“We say we value transparency but we could improve in this area by 1) making salary bands transparent to all employees, 2) keep stats on employee breakdown by race, gender, etc. to make sure we’re at the very least in line with the demographics of PDX (and make those stats transparent internally) and 3) measuring and making pay equality stats by race and gender transparent internally. I think we have issues in these areas that we’re covering up/hiding by not being transparent.”
There is less difference in the makeup of those in leadership and management position compared to individual contributors.

In all, the rate at which employees hold technical and management positions continues to differ by identity.

Women of color are less represented in tech than any other demographic group:
- They are the least likely to be in management positions.
- They report the lowest satisfaction with the work environment.
- They rate companies’ efforts toward TechTown’s 5 Actions the lowest.

We need to do more to engage people at all levels at a company to address this issue and work towards a cultural change. We saw some strives toward building social capital towards this effort in 2019, but not enough to report despite an obvious need.
2020 AND BEYOND

WORK AT A TECHTOWN PLEDGE COMPANY?

- Join the TechTown Slack Channel
- Attend morning sessions
- Share opportunities with your colleagues.

JOIN TECHTOWN

We’re always looking to grow the TechTown community with more committed tech companies, community partners and passionate individuals. We welcome your support and your tough questions.

STAY ENGAGED

- Follow @techtownpdx on Twitter, Instagram and LinkedIn
- Sign up for our monthly newsletter
- Watch our Building an Industry for Everyone video at www.techtownpdx.com/together

2020 GOALS:

Our Steering Committee has used our annual survey and other insights to provide a vision and focus for the next year. We want to be as inclusive as possible and engage people at all levels within a company to impact cultural change. As we look to impact workplace culture through collaboration, community, programming and training, we are also focused on the following initiatives:

- ENHANCE PROGRAMMING: Create an Events Committee to curate more TechTown events that are more focused on our mission and target audience (women of color)
- CREATE AUTONOMY: Develop and execute a plan to make TechTown independent of Prosper Portland
- BROADCAST OUR WORK: Continue to find new ways to broadcast TechTown’s work, including launching our Building an Industry for Everyone video, a monthly newsletter and publish an annual report

ADVANCING OUR FIVE ACTIONS IN 2020:

PARTNERSHIPS: Continue building mutually beneficial relationships with Partners in Diversity, PWA, and PDX WIT

HIRING STRATEGIES: Share resources available to TechTown community and obtain additional programmatic support to advance equitable hiring strategies.

TRAINING & EDUCATION: Support new training and educational opportunities like Diverse Talent in Tech: The biggest influencer on employee satisfaction is your relationship with your manager and the Inclusive Manager Training four-part series

CAREER DEVELOPMENT: Encourage Pledge company employees to participate Emerging Leaders Mentorship and PDX WIT Scholarship Program

MEASURING OUR PROGRESS: Execute and increase the number of survey responses to a 2020 employee survey. Additionally, support individual Pledge companies in identifying metrics and sharing their results

INHERENT IN OUR WORK FOR 2020 AND BEYOND IS THE UNDERSTANDING THAT WE ARE NOT FINISHED. WE ARE STRONGER TOGETHER AND ENCOURAGE YOU TO SHARE THIS REPORT WITH OTHERS AND JOIN US.
“Proactive engagement with the Portland community, as well as up-leveling understanding about individual basis and systemic inequity is the lifeblood of TechTown - and we can’t do one without the other.”

Morgan Armstrong, Senior HR Business Partner, Puppet Inc.

“The tech industry moves fast; so does TechTown Portland! The collective has changed over the years, and I see this as a good thing because the work of inclusion and diversity is also changing all the time. The work is about hearing, understanding, and then implementing new ways of thinking, so we have to remain flexible with a beginner’s mind.”

Emily Barrett, Community Ambassador, AWS Elemental