

Prosper Portland 2019 TechTown Employee Survey

December 2019



Research purpose

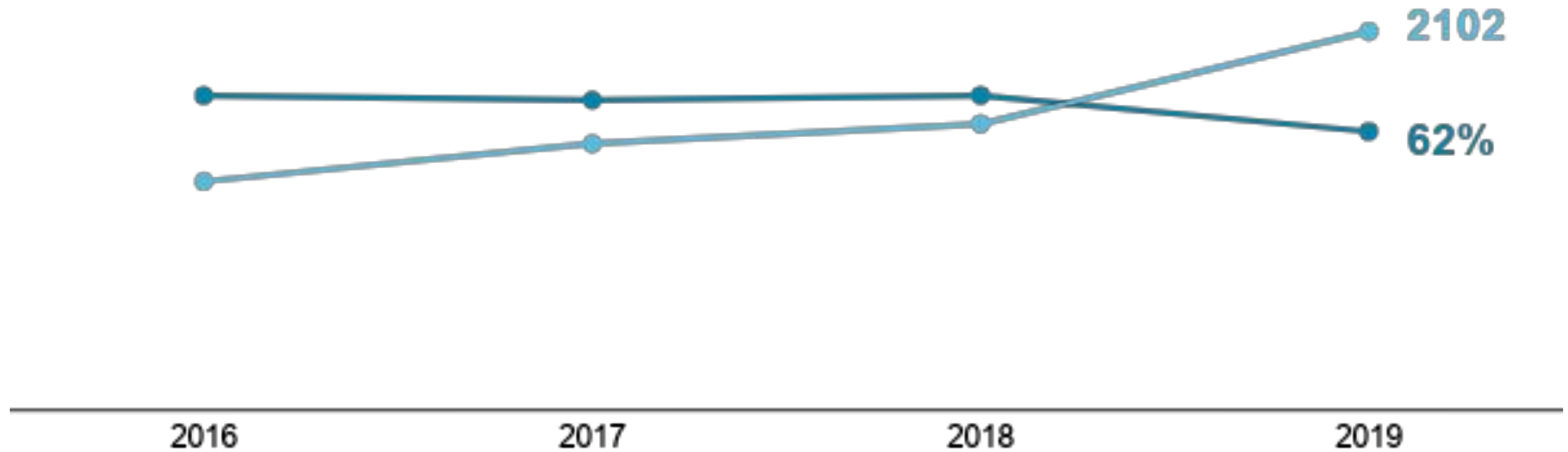
- Share our collective data on the demographic representation within our offices in the Portland metro area of gender and race
- Assess workplace experiences

Methodology

- Online survey of N=2,102 Portland-based TechTown employees
- Conducted July 18–August 16, 2019; 6 minutes to complete
- Margin of error $\pm 1.3\%$
- Due to rounding, some totals may differ by ± 1 from the sum of separate responses

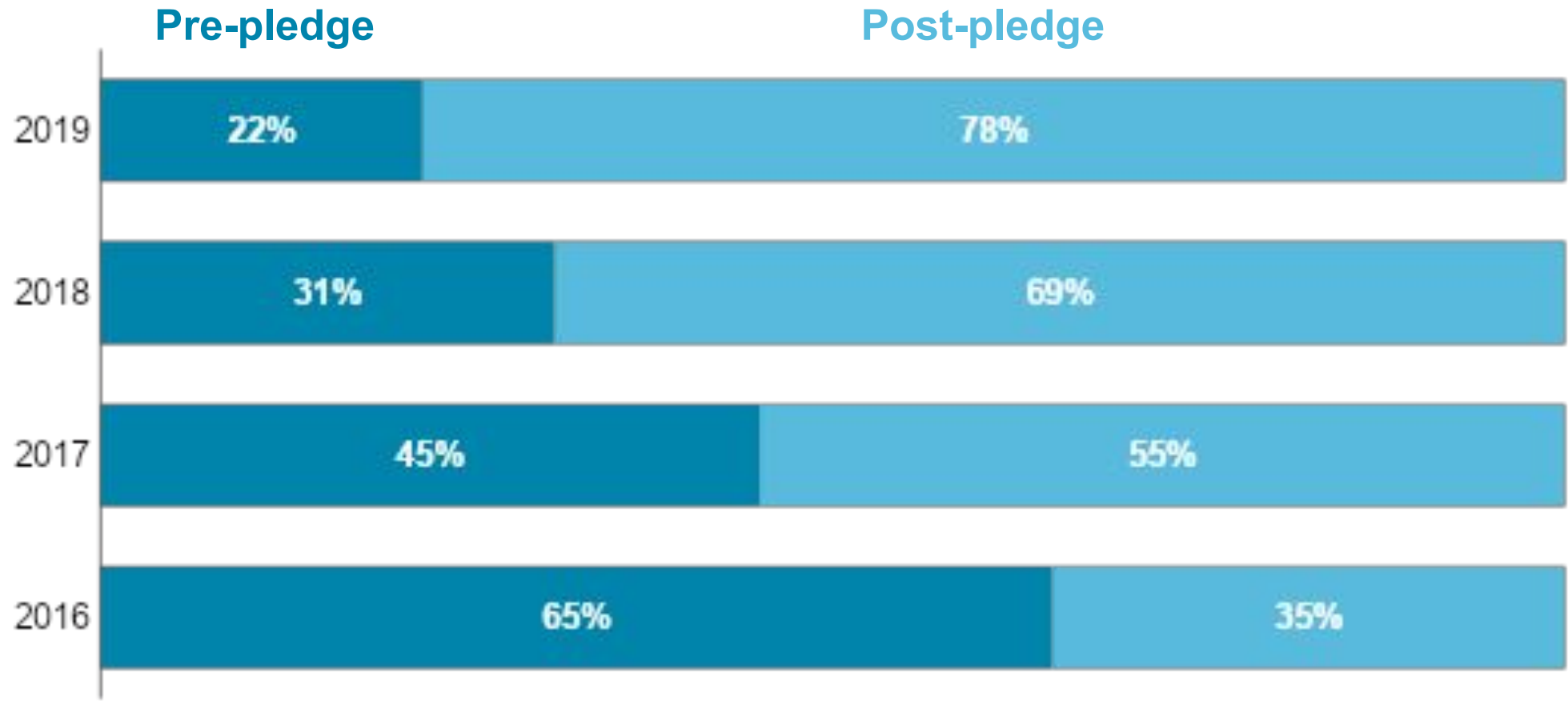
Participation

While employees participated at a lower rate in 2019, the survey reached the largest number of TechTown employees yet.

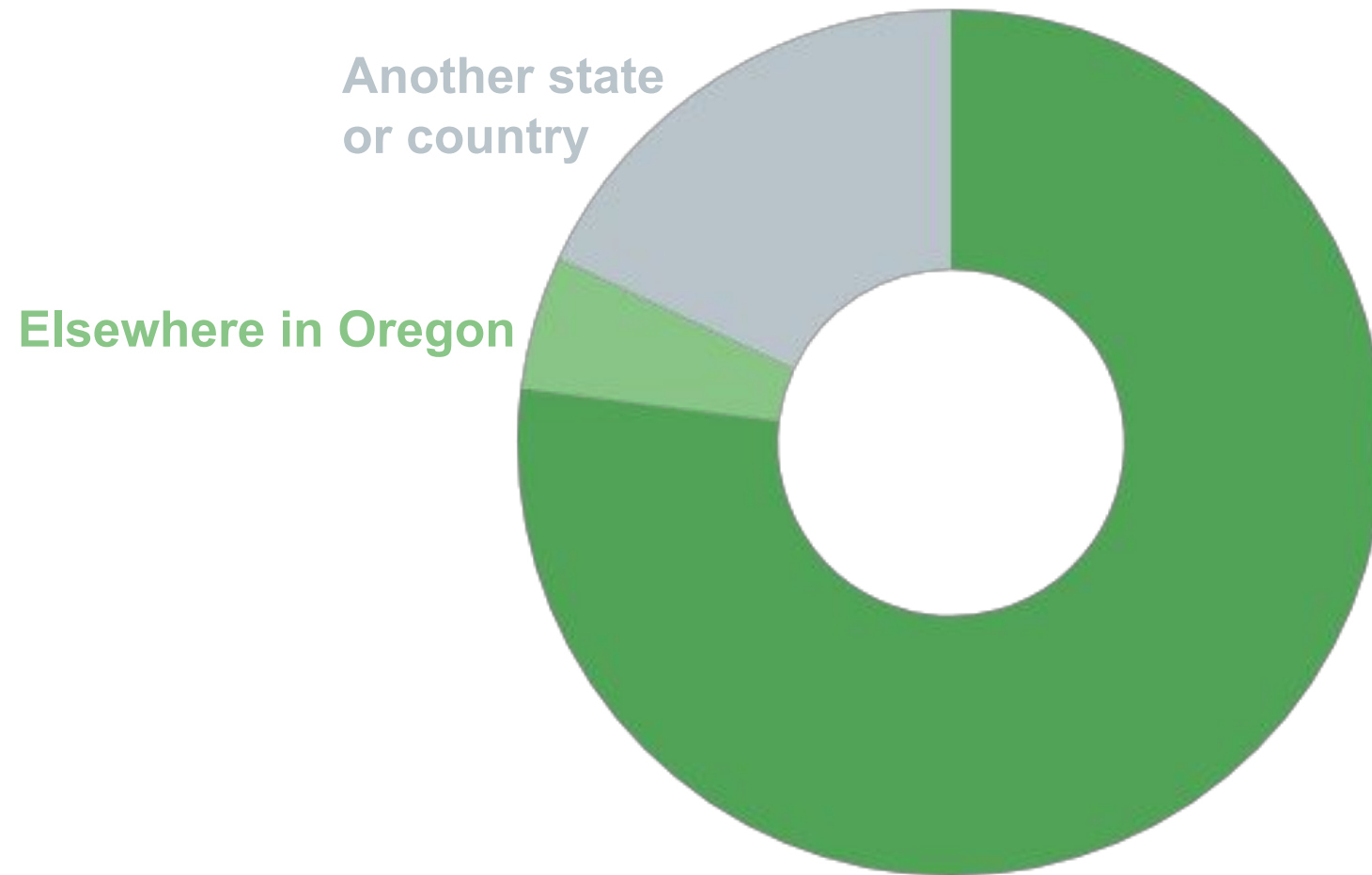


Employee profile

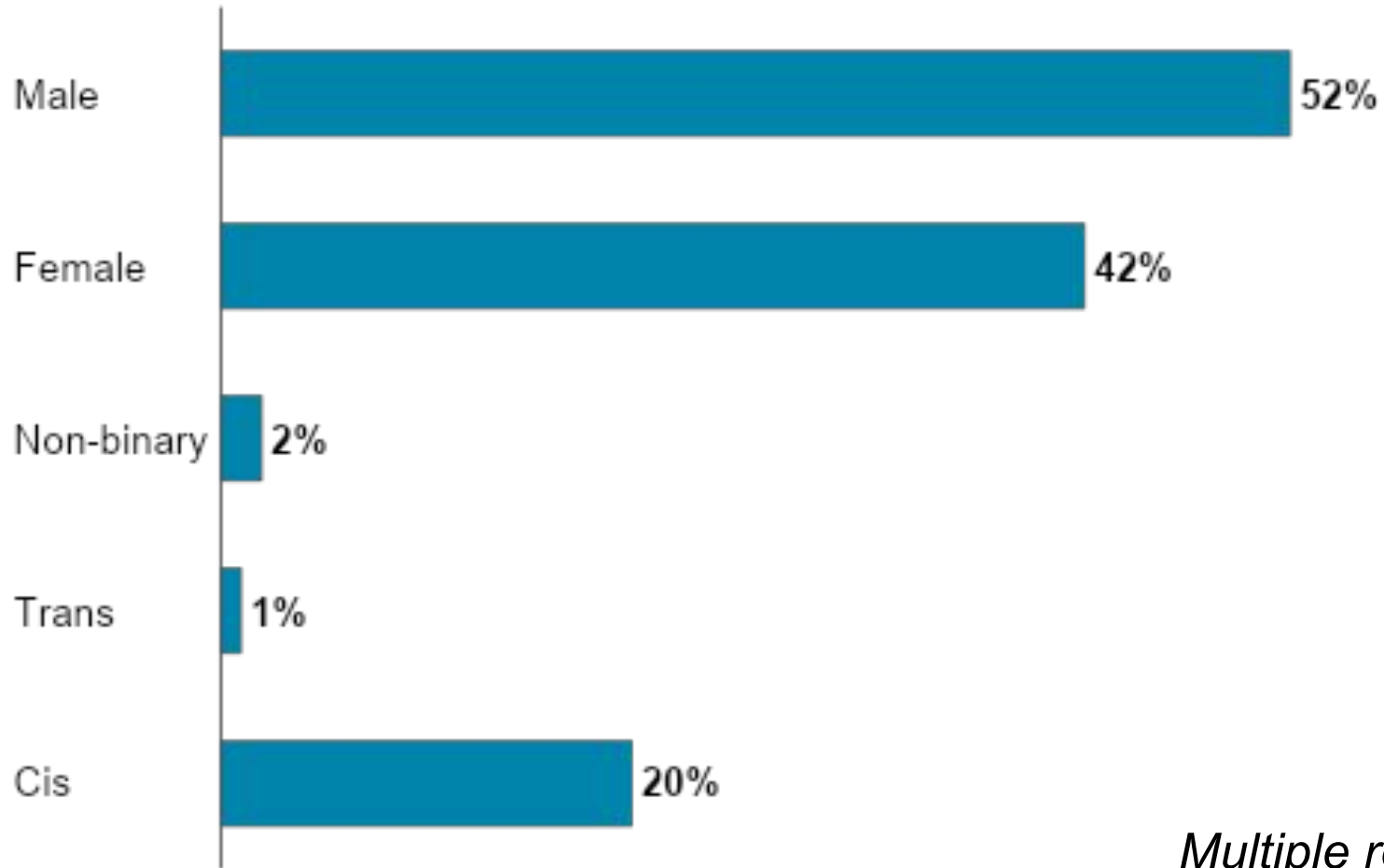
Those hired since the pledge now make up three-quarters of TechTown employees.



Three-quarters of TechTown hires come from Portland.

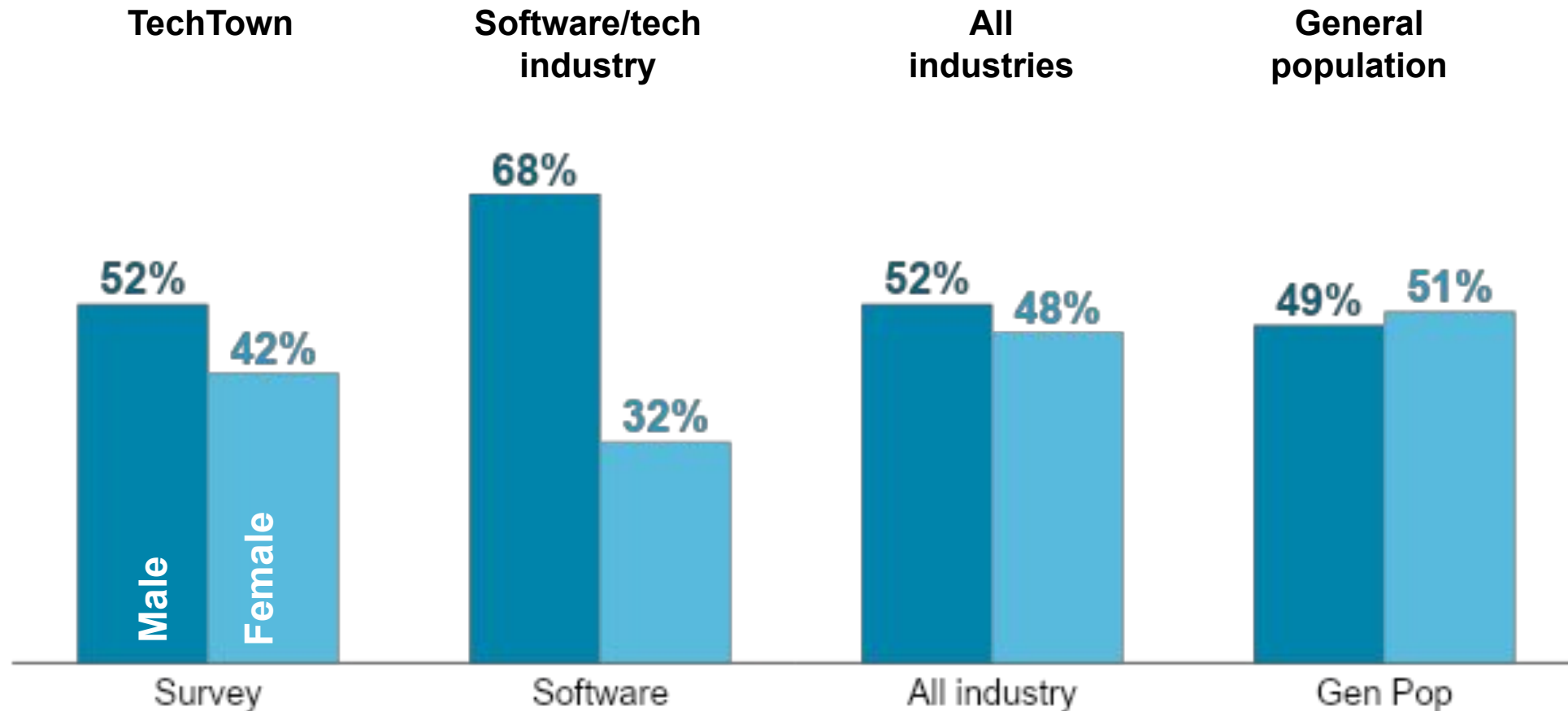


A majority of employees identify as male.

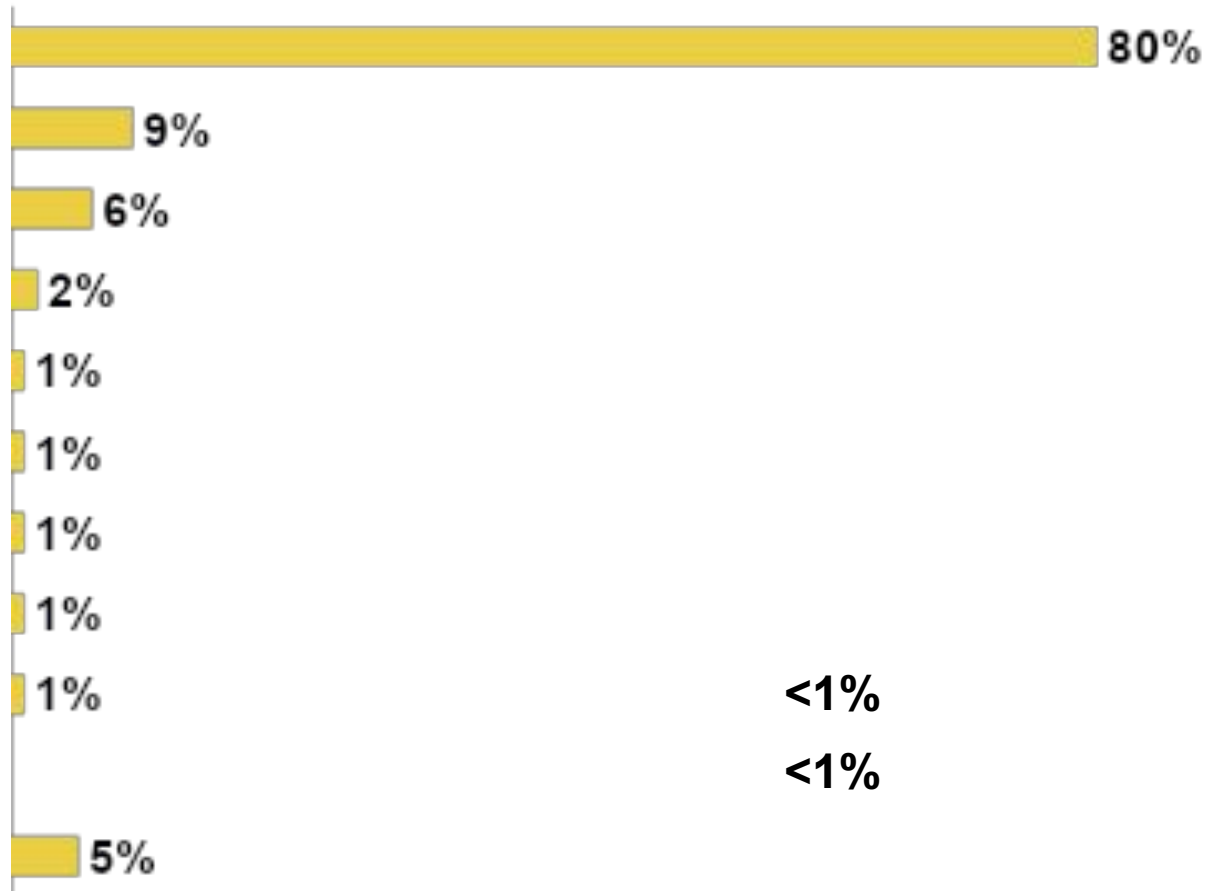


Multiple responses accepted.

Representation of women is higher within TechTown companies than in the software industry at large.



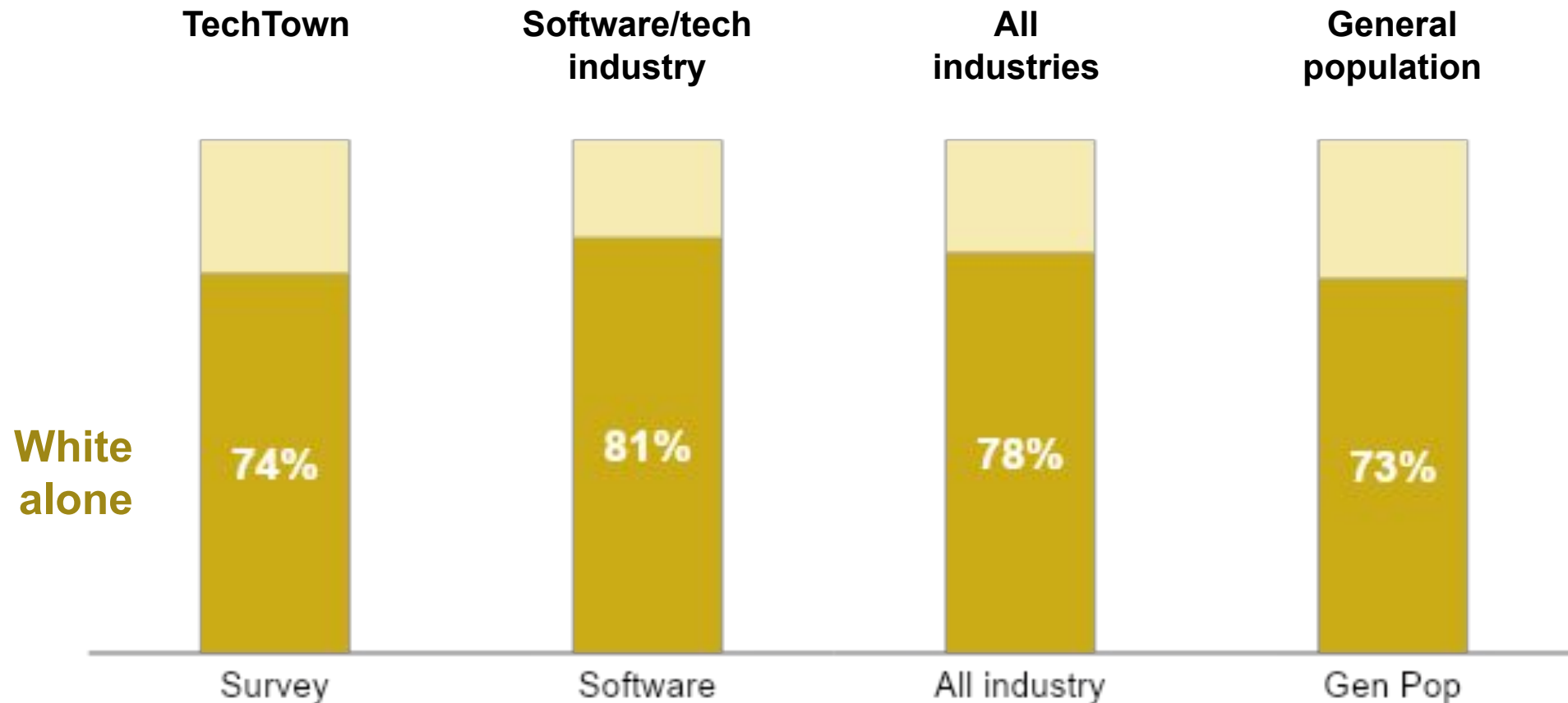
Eight in ten identify as white—the same as in prior years.



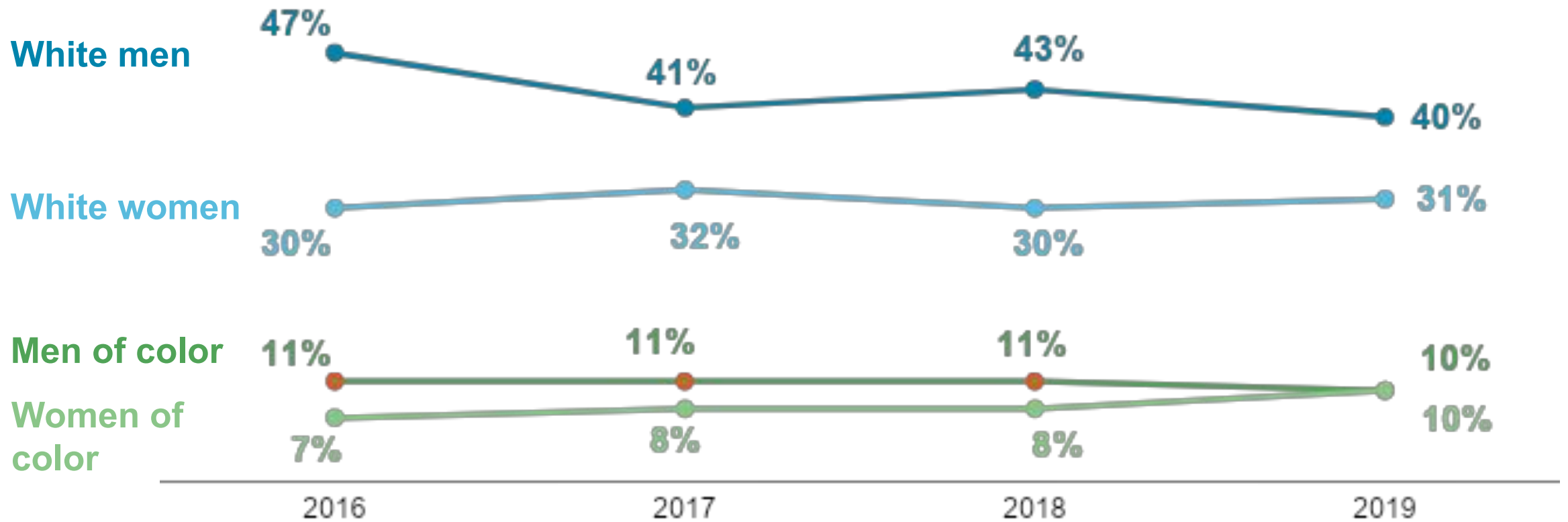
81% of respondents identified as white in the 2018 survey

Multiple responses accepted.

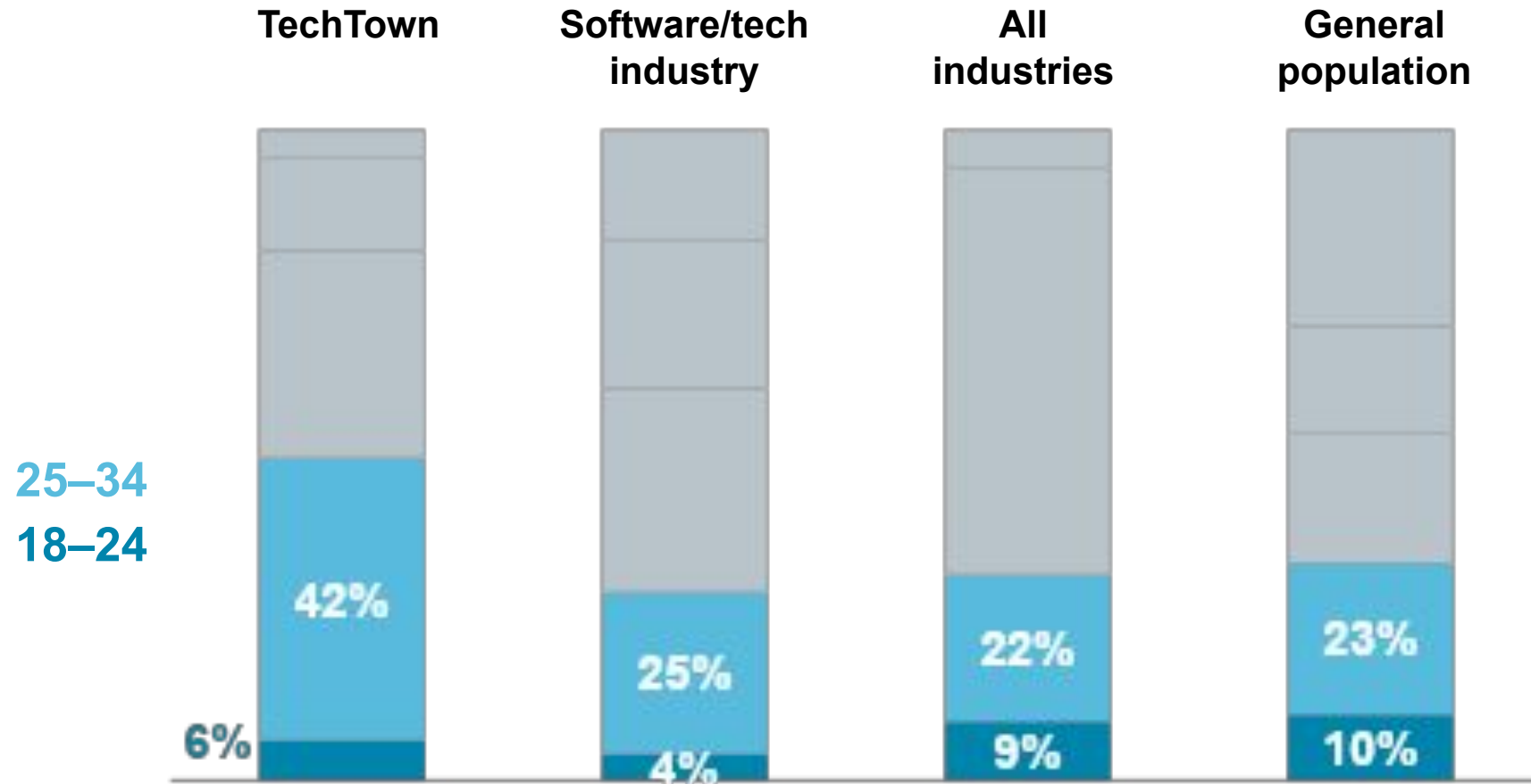
The proportion of TechTown employees identifying as white alone is similar to that of the general population.



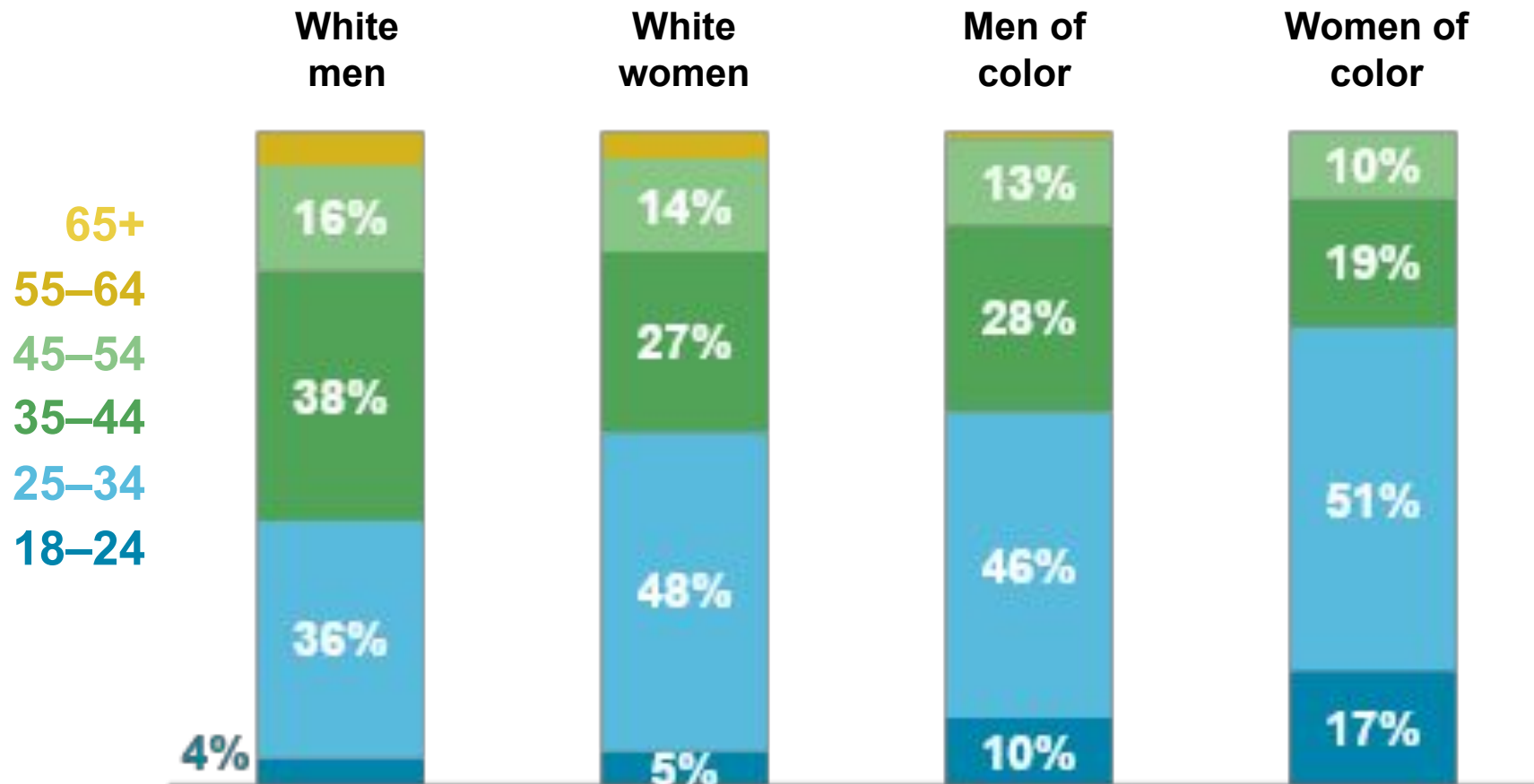
Looking at the data intersectionally, we see little change in the makeup of TechTown employees.



TechTown employees are even noticeably younger than others in the software and tech industry.



White men have the oldest age profile of any TechTown employees and women of color have the youngest.



In all, 25% identify as a member of listed underrepresented groups.

13%	LGBTQ+ or gender and sexual minority
7%	Disabled in another way
6%	Other underrepresented group
2%	Armed Service Veteran
1%	Physically disabled

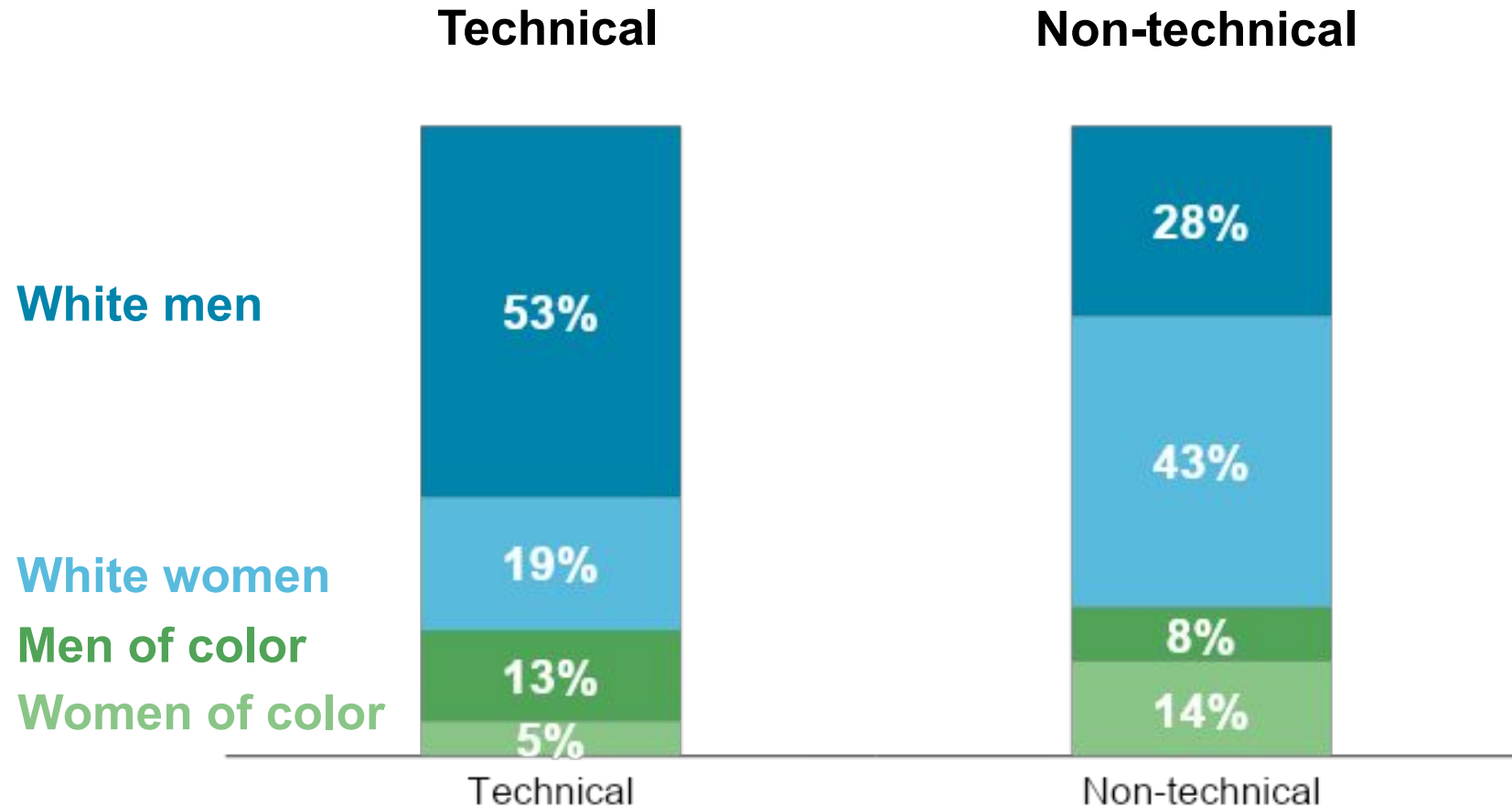
Multiple responses accepted.

Roles and positions

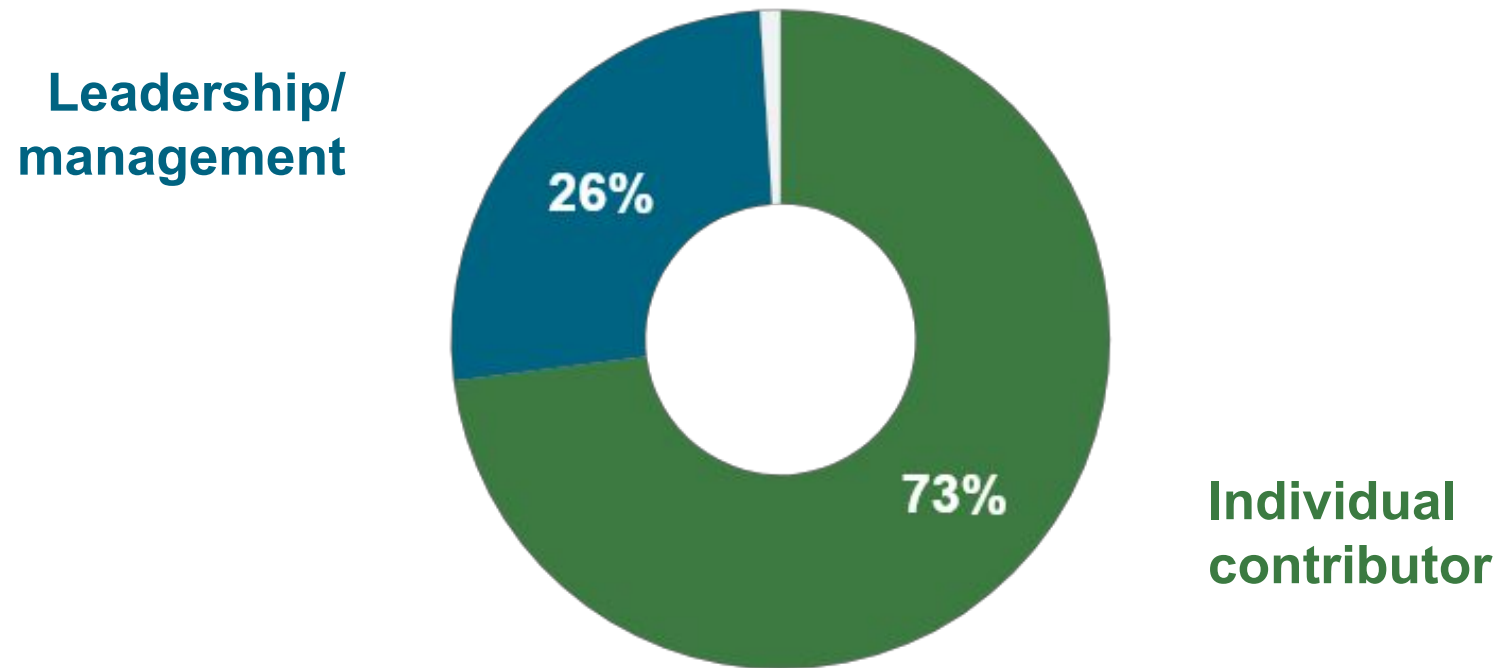
Employees continue to be split between technical and non-technical roles.



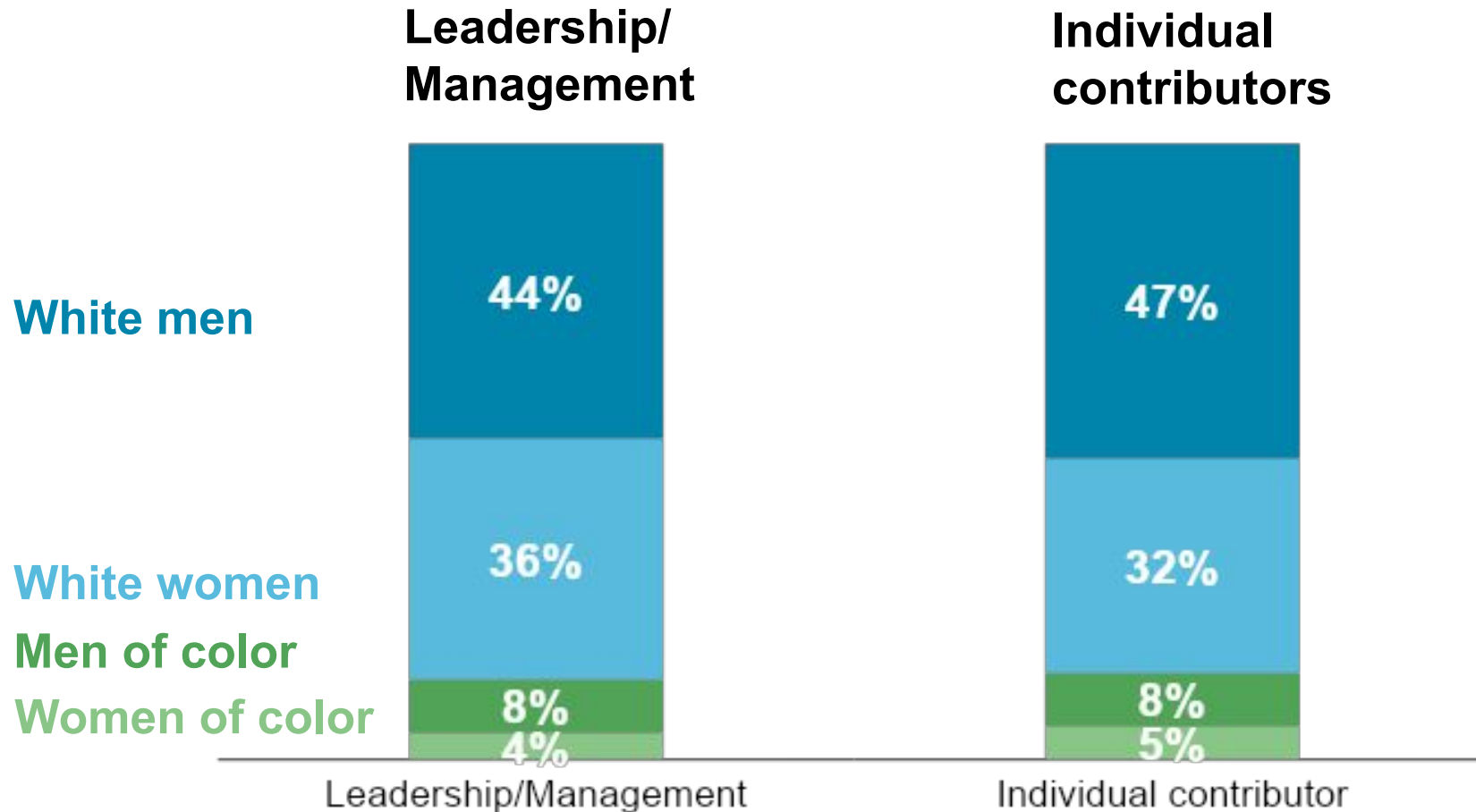
The makeup of employees holding technical and non-technical positions differs significantly.



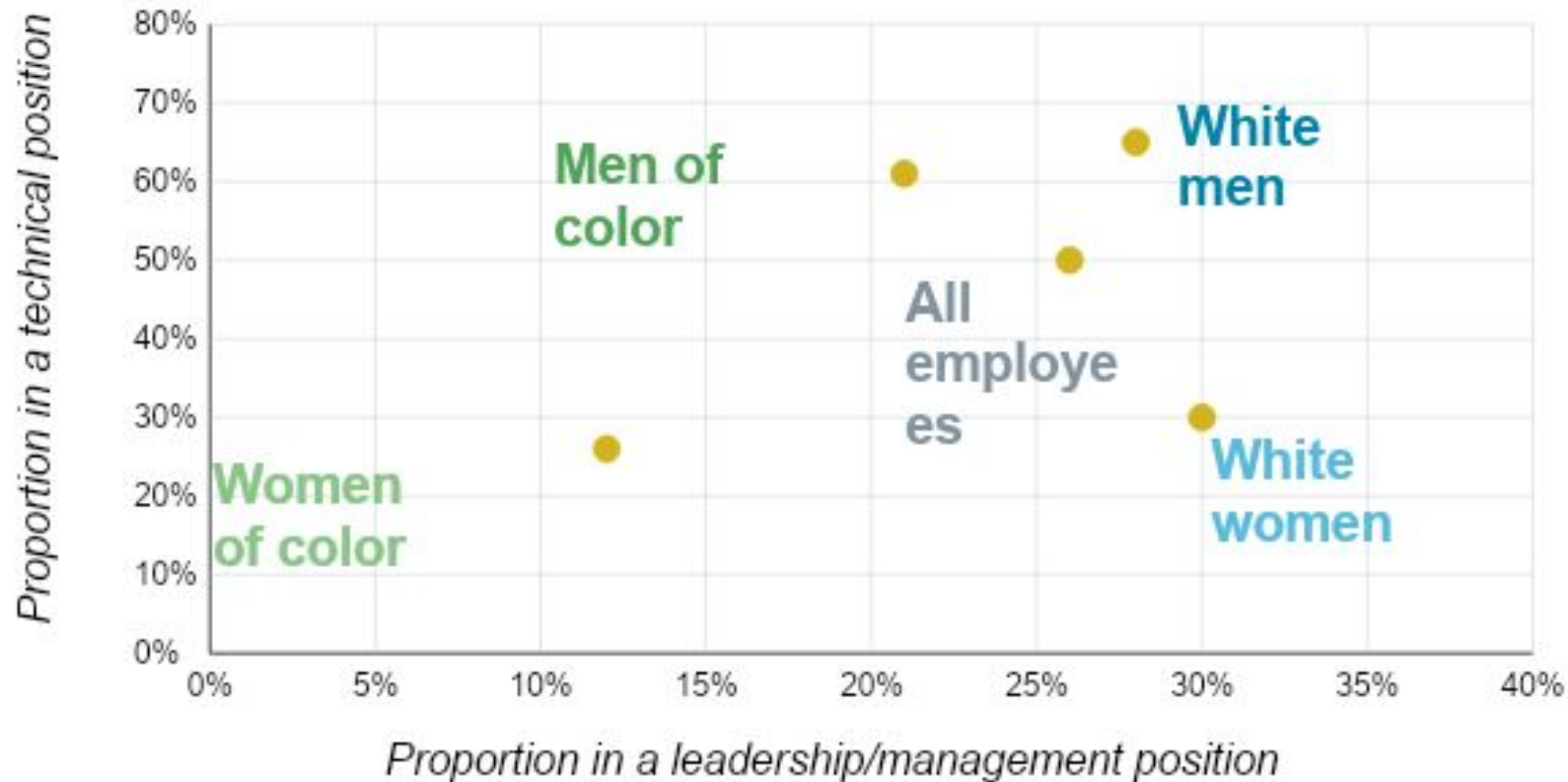
Around one in four hold a leadership role, a management role, or both.



There's less difference in the makeup of those in leadership and management positions.



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

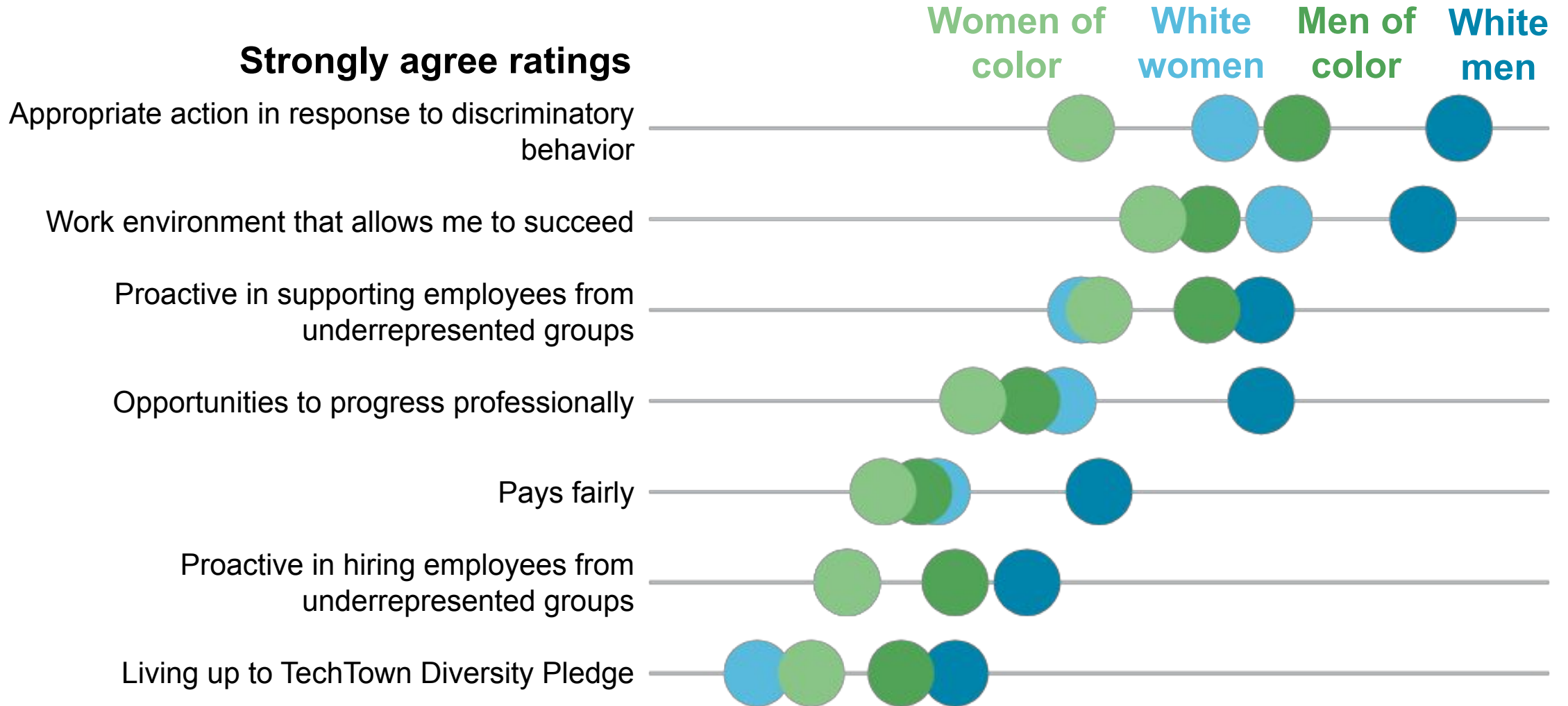


Workplace experiences

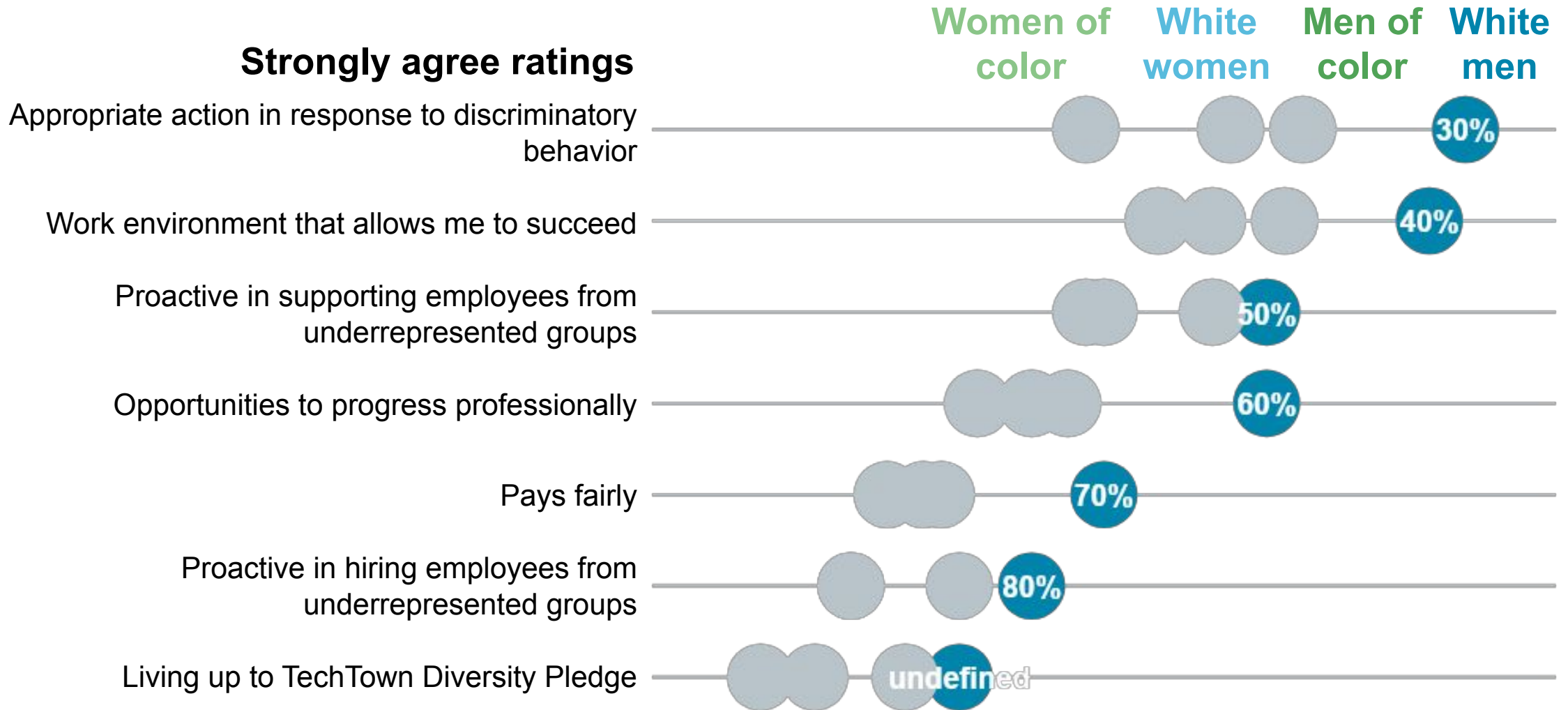
Leadership and management more strongly agree with statements about their workplace.



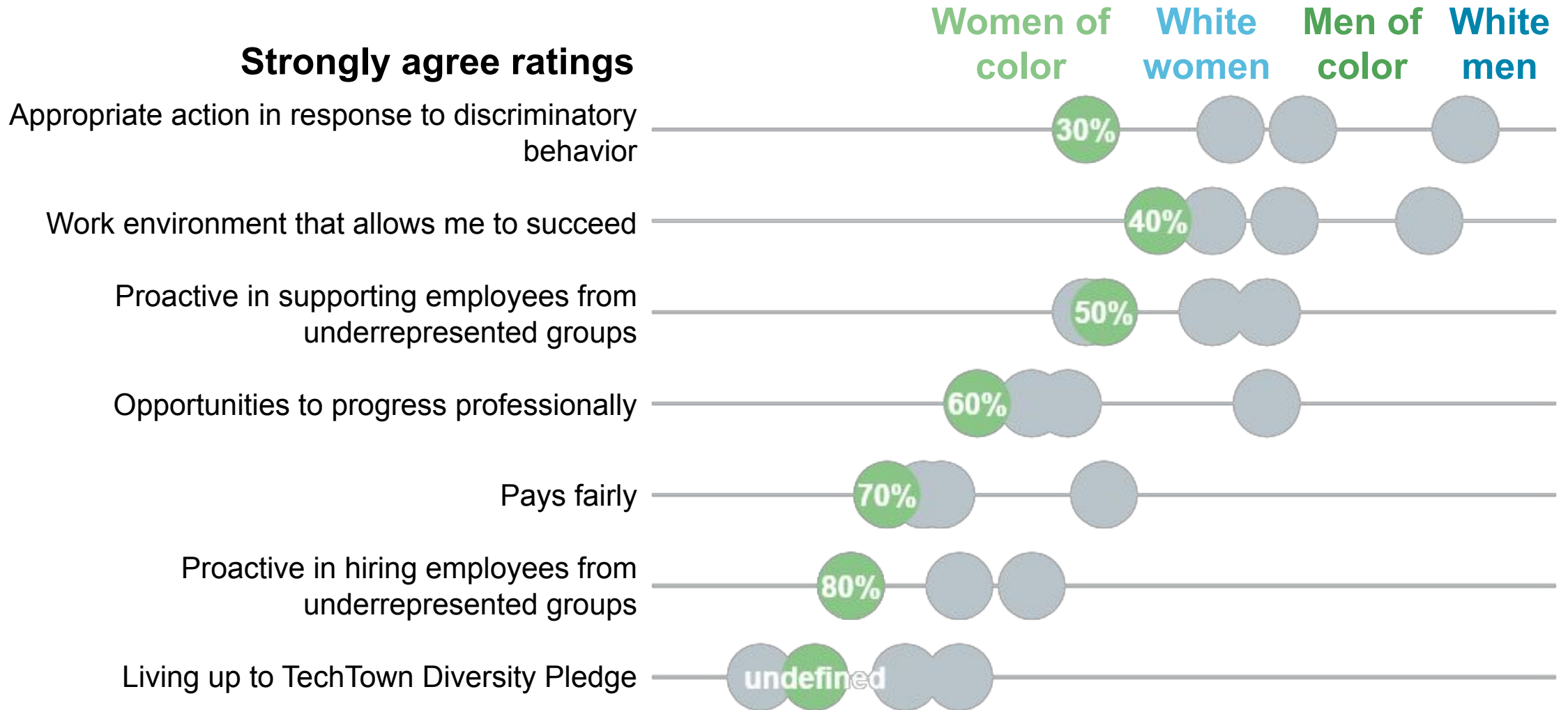
Agreement with each of these statements differs by intersectional identities.



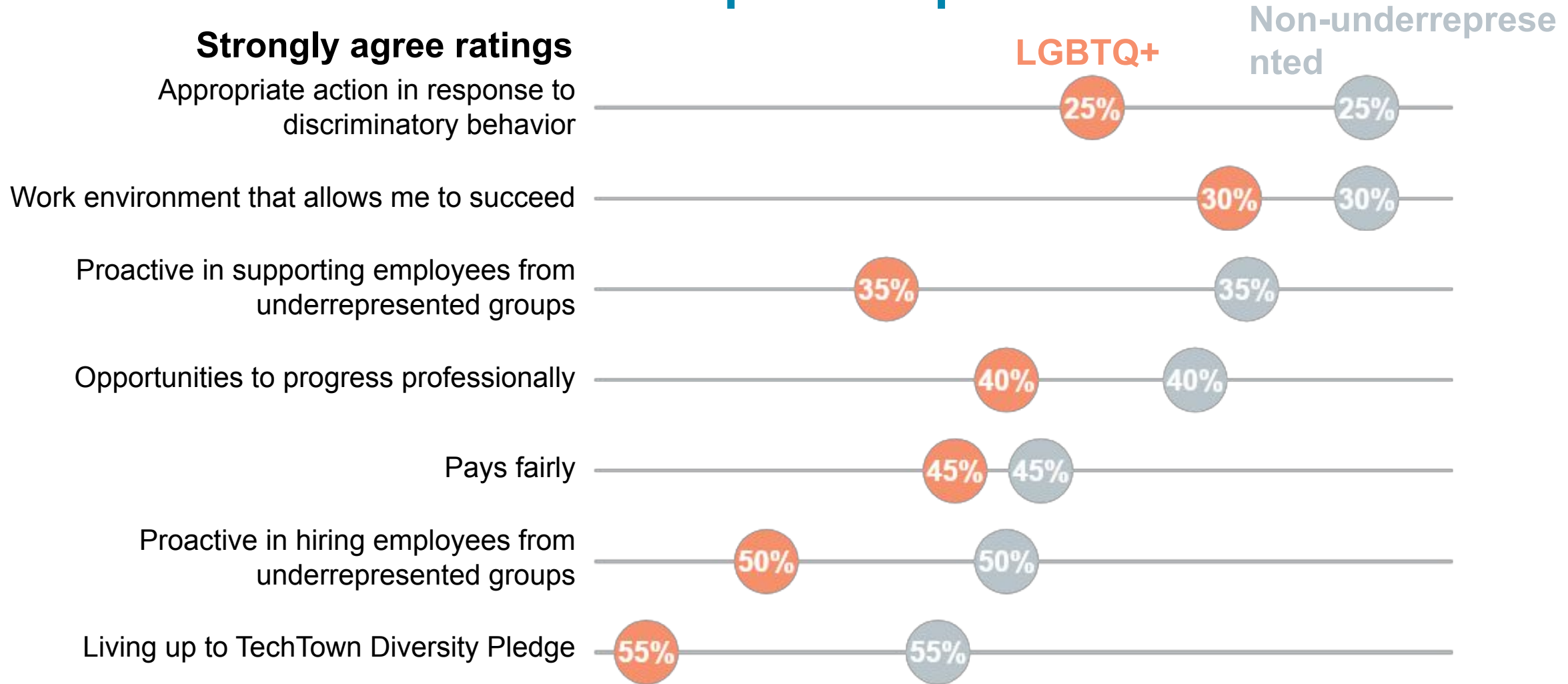
White men strongly agree with each at the highest rate.



Women of color rate most statements least positively.

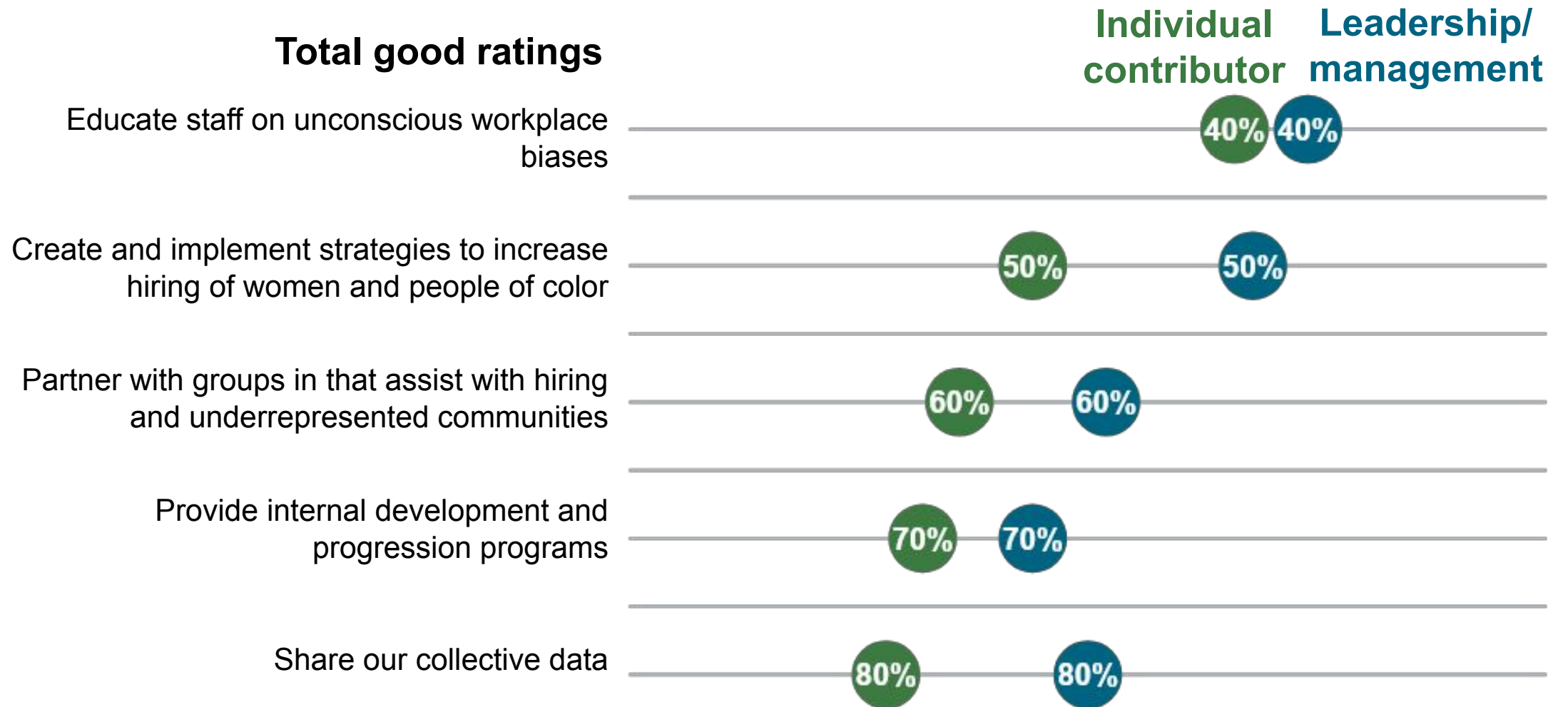


LGBTQ+ employees less strongly agree with these statements about their workplace experience.

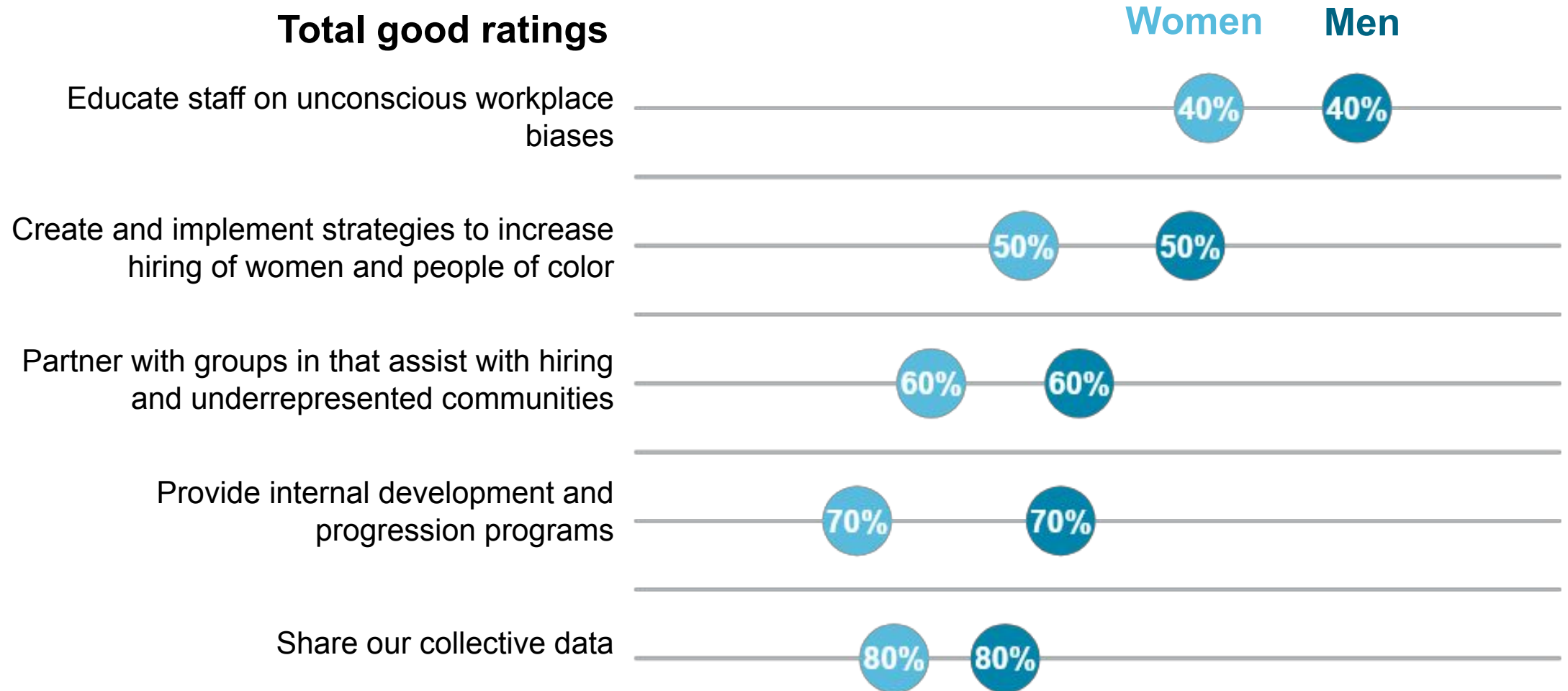


Equity, diversity, and inclusion

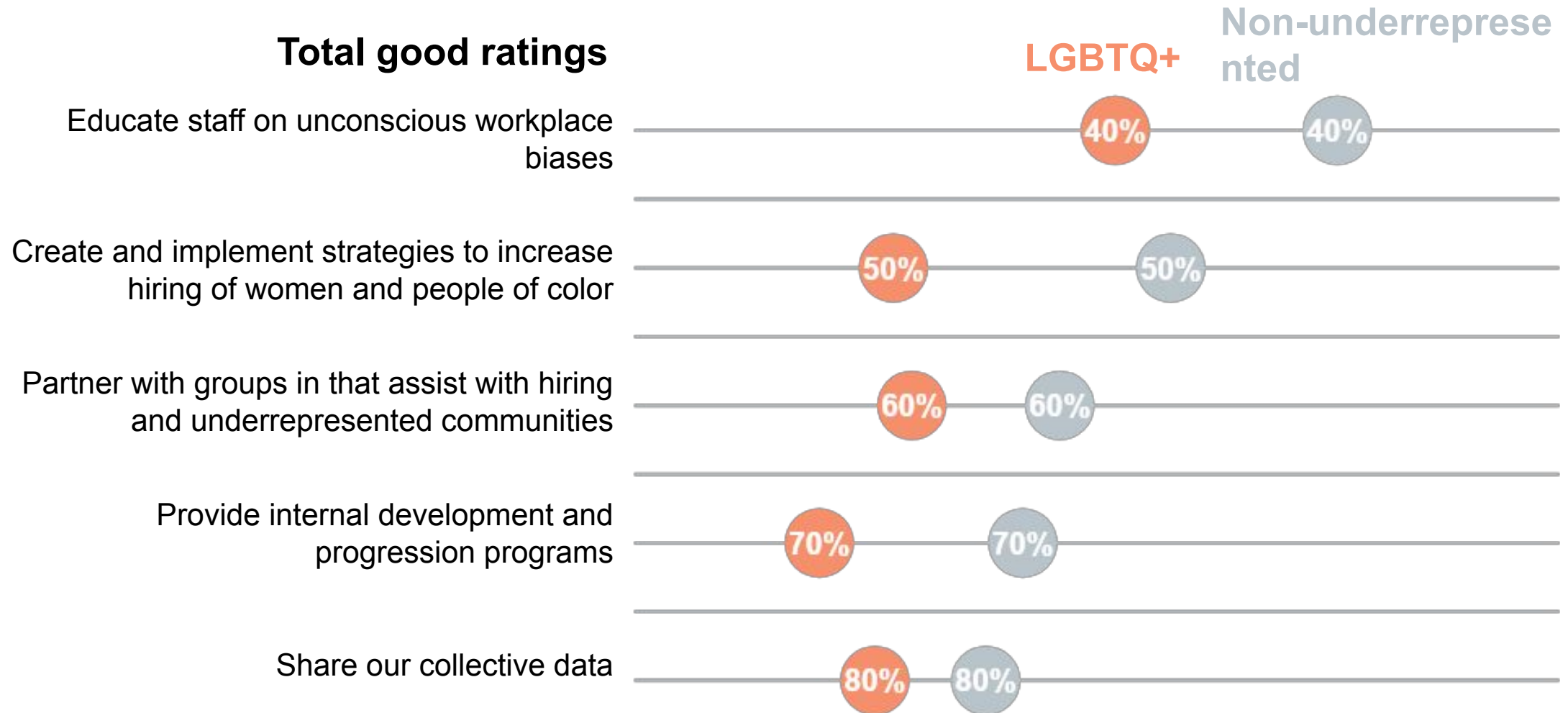
Leadership and management are more positive about their company's performance on pledge items.



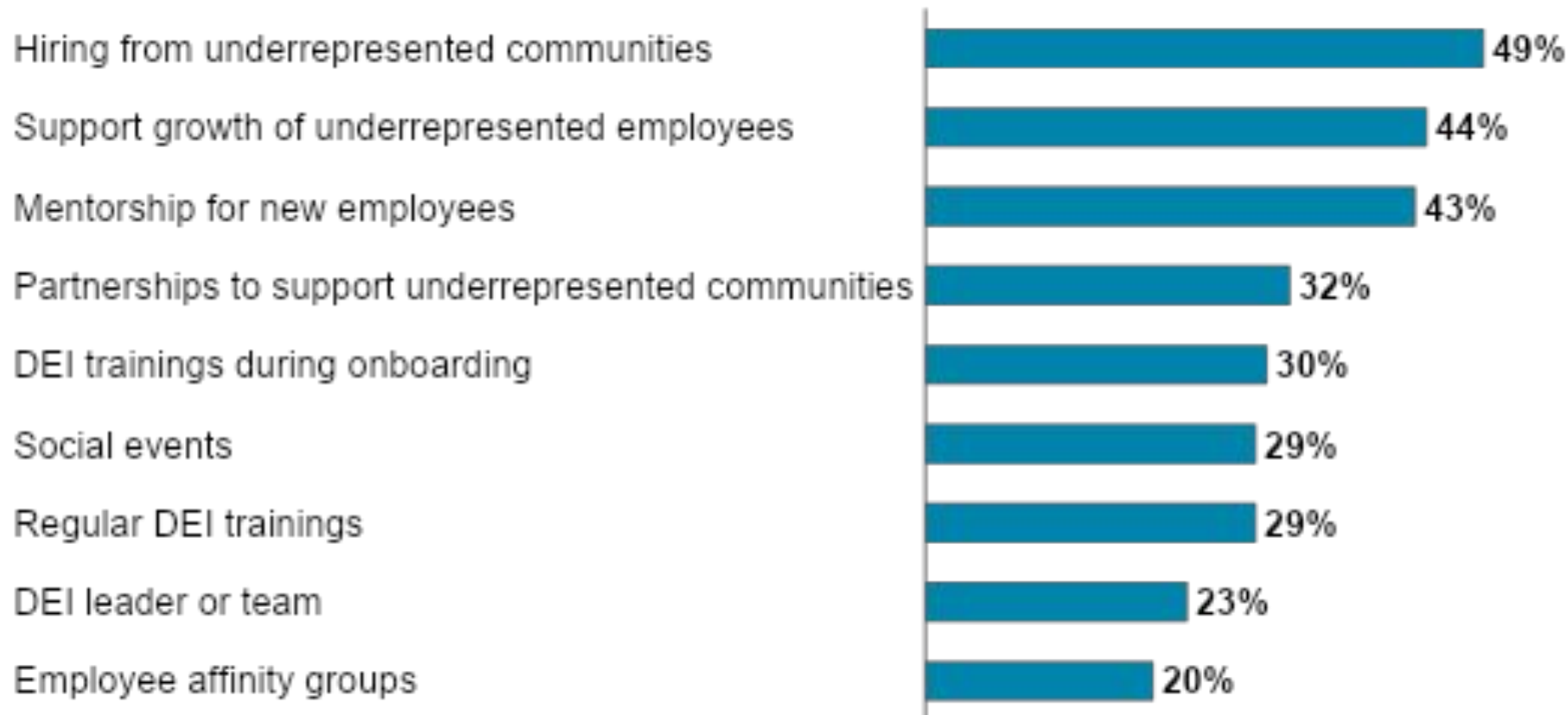
Men are more positive than women about each of the action items.



LGBTQ+ employees are less positive than other employees about pledge items.

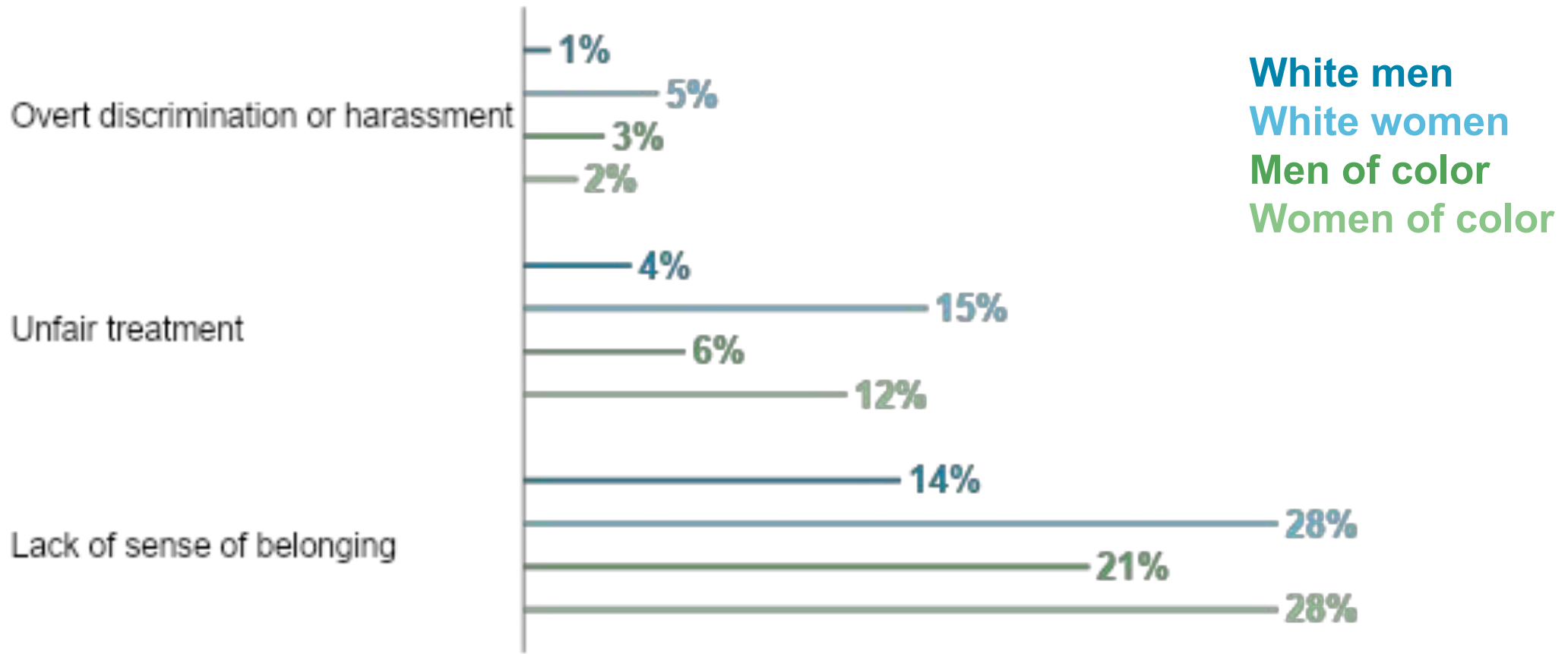


Employees place the most importance on hiring and support for underrepresented employees, as well as mentorship for all new employees.

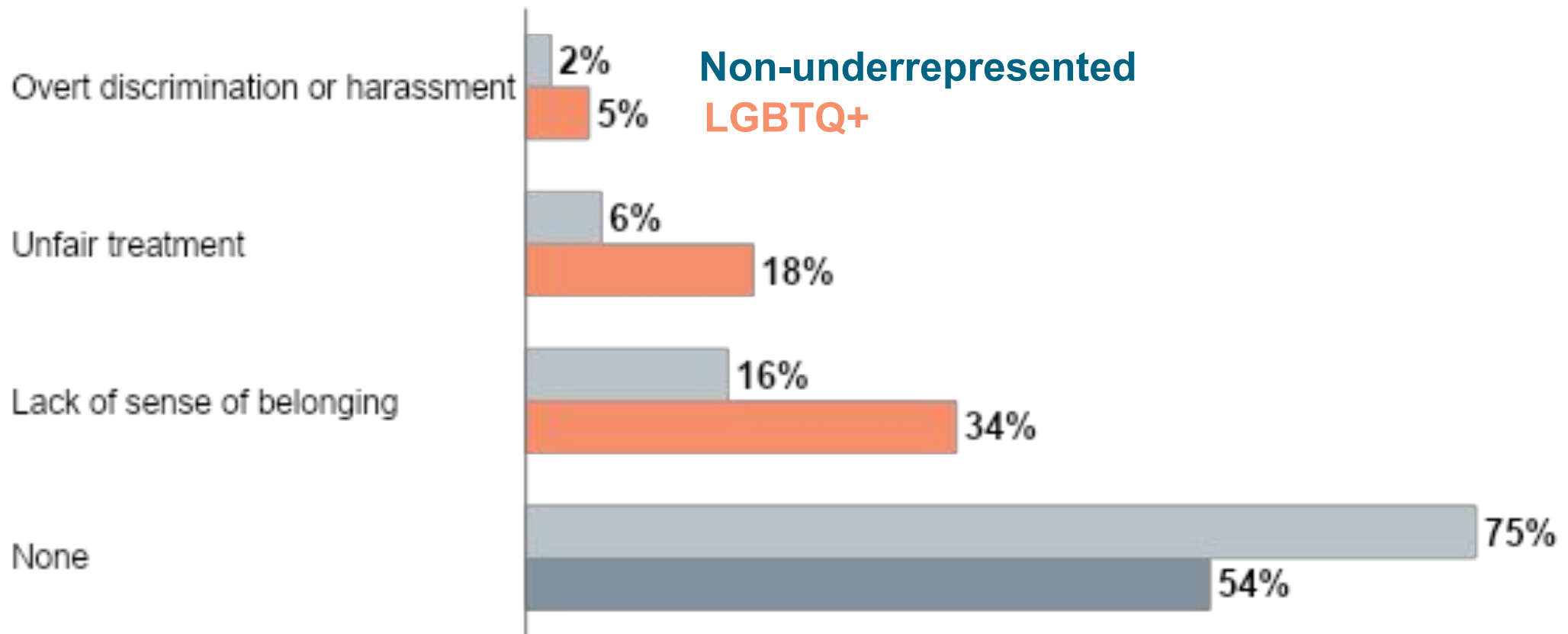


Negative workplace experiences

White men are least often subjected to negative workplace experiences.

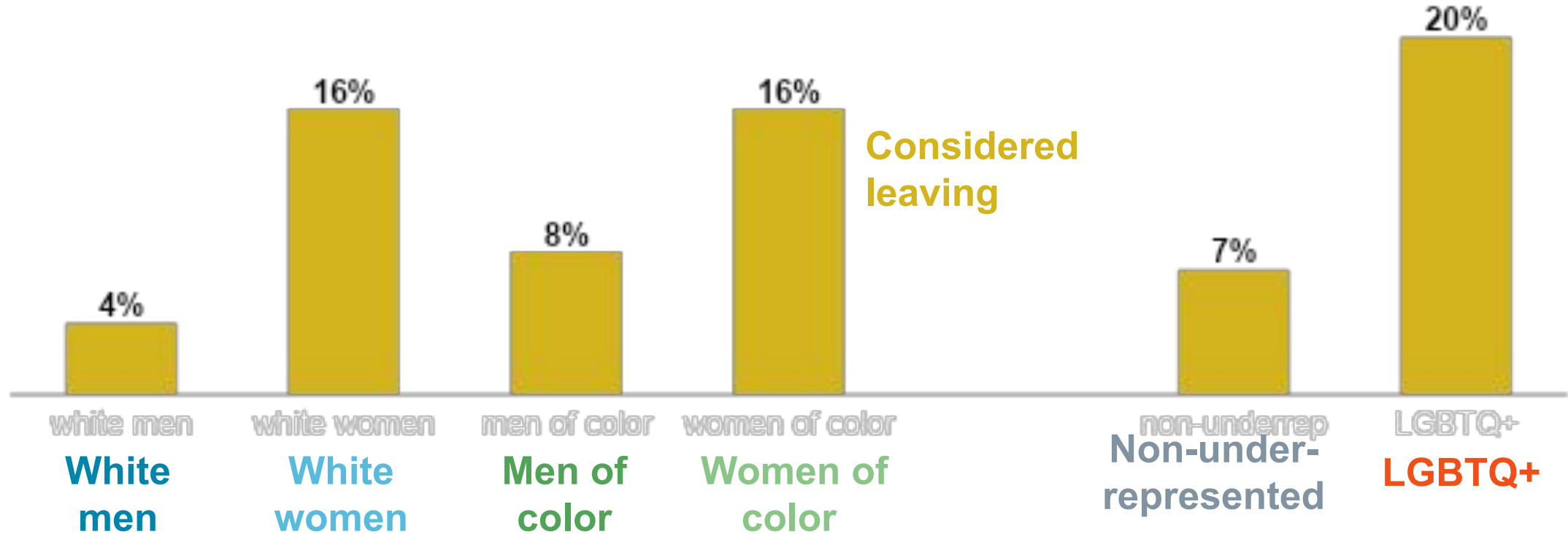


LGBTQ+ employees are also more likely to be subjected to negative workplace experiences.



Multiple responses accepted.

In all, women of color and LGBTQ+ employees are much more likely to have considered leaving.



Key takeaways

- 42% of employees were hired in the past year. Non-technical employees and individual contributors are more likely to have been hired recently. Younger people, women, people of color (POC), and LGBTQ+ people are also more likely to have been hired recently.
- Employees tend to be young and well educated. Since the pledge, the representation of women has risen by four points. While there has been little change in the representation of people of color, data of those hired since the pledge suggests initial improvements.

Key takeaways

- Men are overrepresented in technical roles. While female representation has risen among technical employees hired after the pledge, there has been no change in the rate at which women are hired to technical roles. To a lesser degree, people of color are also less well represented in technical roles—women of color are the least likely to hold these roles. Looking at the data another way, white men make up over half of technical employees, as compared to just over a quarter of non-technical employees.

Key takeaways

- 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.
- Employees most strongly agree with statements about the support and development opportunities offered by their companies and strongly agree less often when it comes to hiring practices, pay, and the TechTown pledge. Women of color, individual contributors, and LGBTQ+ people are less positive.

Key takeaways

- While a majority rate their company positively on each pledge item, employees are most positive and most aware about efforts to educate staff. Younger employees, individual contributors, women, and LGBTQ+ people are less positive about each.
- Employees place the highest importance on hiring and support for underrepresented employees, as well as mentorship for all new employees. In general, women, people of color, and LGBTQ+ people place more importance on practices for underrepresented employees as well as for equity, diversity, and inclusion efforts.

Key takeaways

- About three in ten employees have faced negative workplace experiences on the basis of their identity: 3% cite discrimination or harassment and 10% cite unfair treatment. Women and LGBTQ+ employees more likely to be subject to such treatment.
- One in ten have considered leaving their company based on mistreatment, including a majority of those who have experienced overt discrimination, harassment, or unfair treatment. LGBTQ+ people and women are more likely to have considered leaving their company.



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