



State of Diversity and Inclusion in U.S. Tech: Stats Summary



March 2018

Background

Despite massive amounts of attention and discussion about diversity and inclusion, the tech industry is still not making progress. The question is, why?

For the second year in a row, we commissioned a report to understand the attitudes and behaviors of tech workers. We worked with Market Cube in January 2018 to survey 1,500 tech workers in the United States, and 400 tech workers in Silicon Valley.

Requirements to participate: at least 18 years of age; employees had to work for a company considered part of the tech industry; if they selected contractor/consultant/freelance worker, they needed to work with a company in the tech industry at least 15 hours per week; their level could not be a senior director or higher (so participants include contractors and interns up through directors); their company needed to have 20 employees or more; and they needed to have been with their company for at least 6 months.

Topics included the impact of recent news around sexual harassment, politics, perceptions around D&I in their company and the tech industry at large, and what progress has been made among individuals, companies, and the industry.

Overview of the results

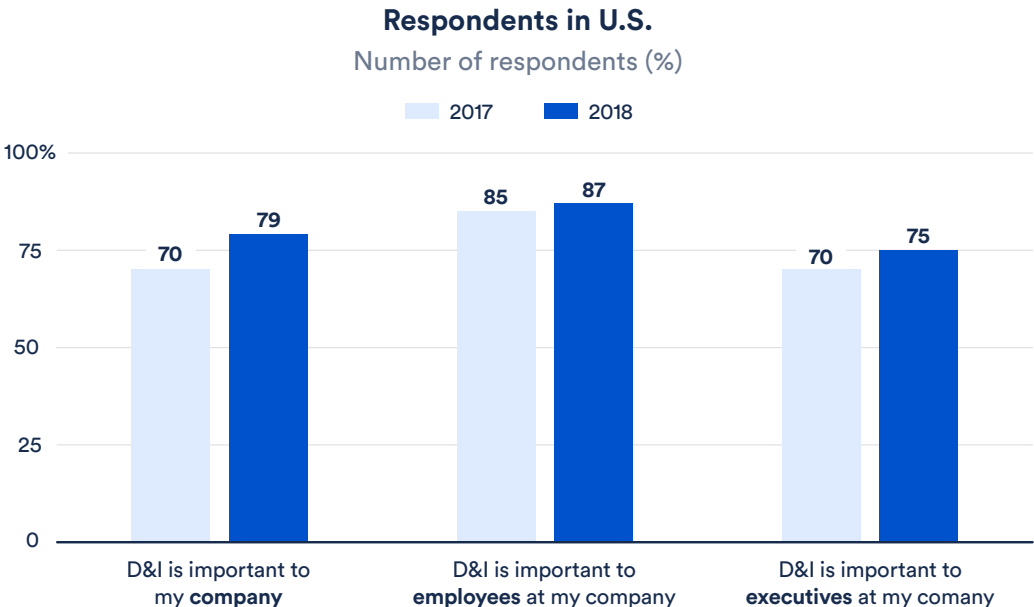
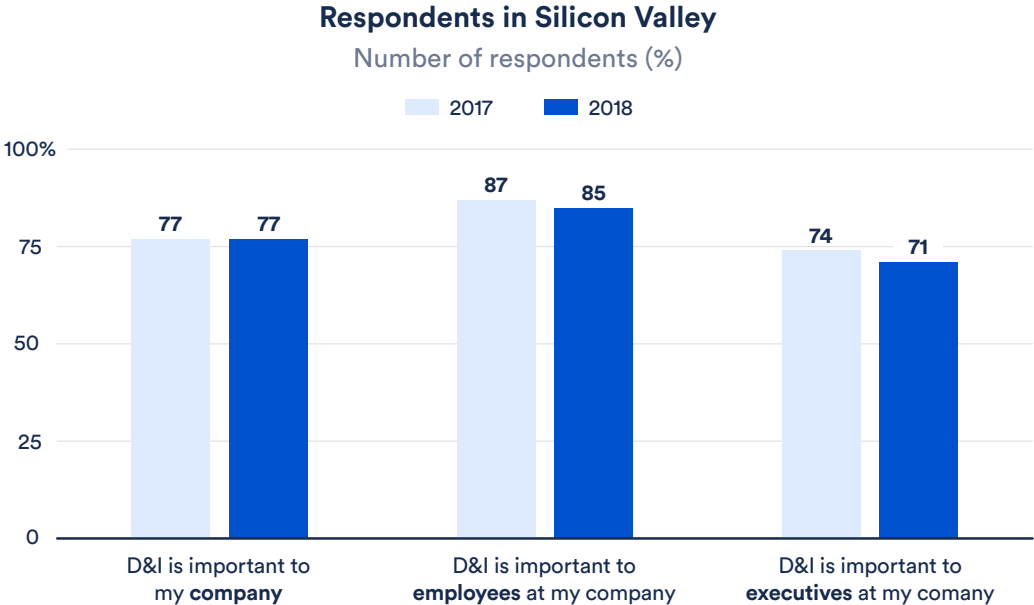
This year's results show that **action is on the decline**, so it's no wonder that progress on D&I has stalled. People are tired of talking about D&I, frustrated by the lack of results, and overwhelmed by the number of issues to be addressed. While respondents continue to say diversity and inclusion are important, action declined across the board.

Key findings:

- 80% of respondents agree that D&I is important
- Companies implementing initiatives remains flat
- Individual participation fell by as much as 50% year over year
- Representation, retention, and sense of belonging among underrepresented groups remains below 30%
- Over 40% of respondents believe their company's inclusion of people from underrepresented groups needs no improvement

Companies and individuals say they care about diversity and inclusion

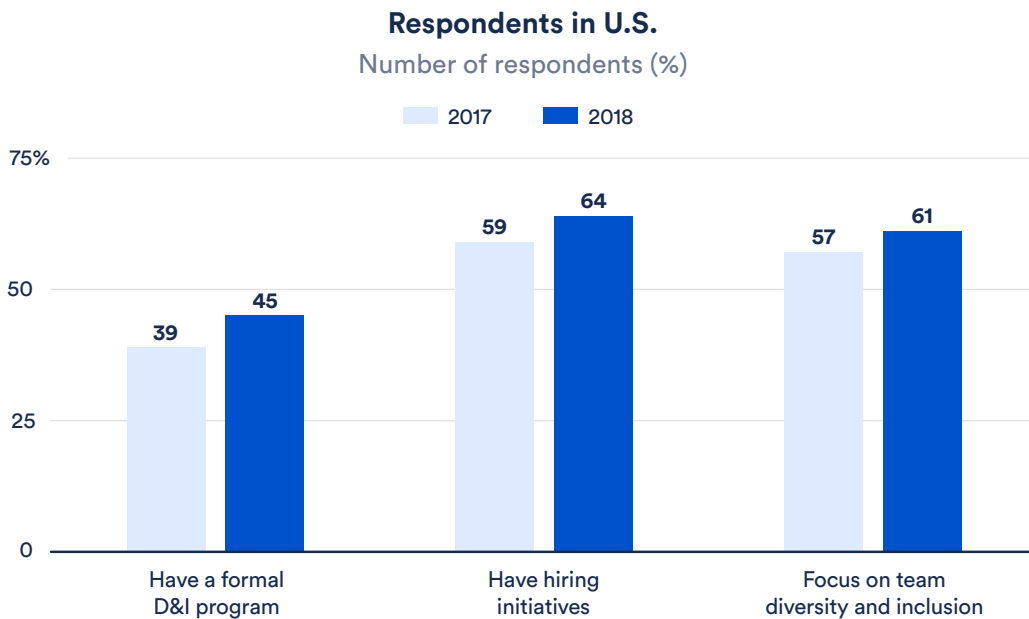
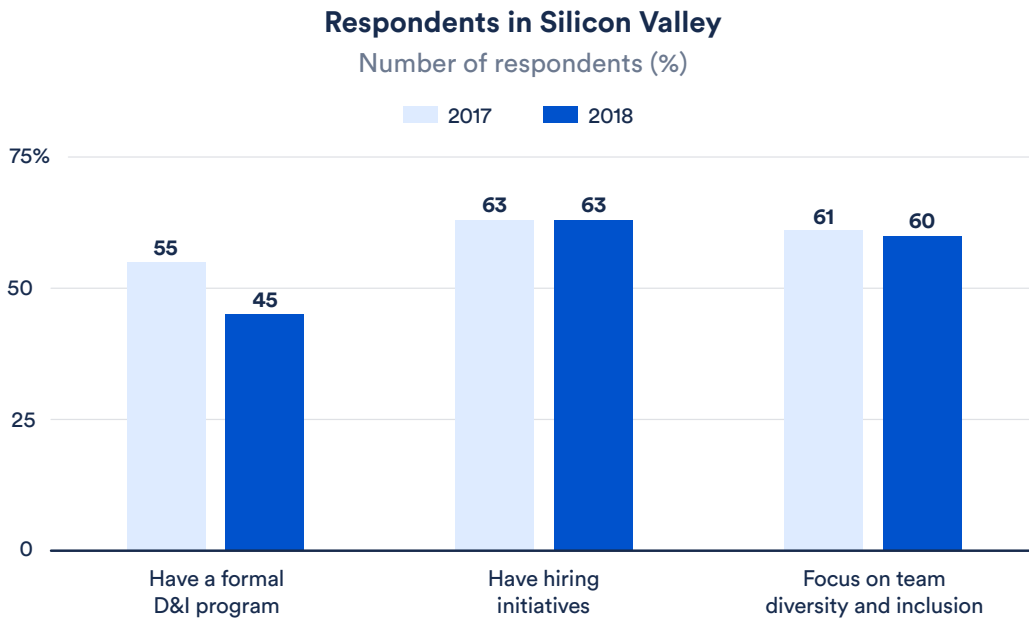
Companies and individuals continue to believe that diversity and inclusion are important. **Roughly 80% of respondents agree that diversity and inclusion are important**, which is a slight uptick from 2017.



Discrepancy between belief and action

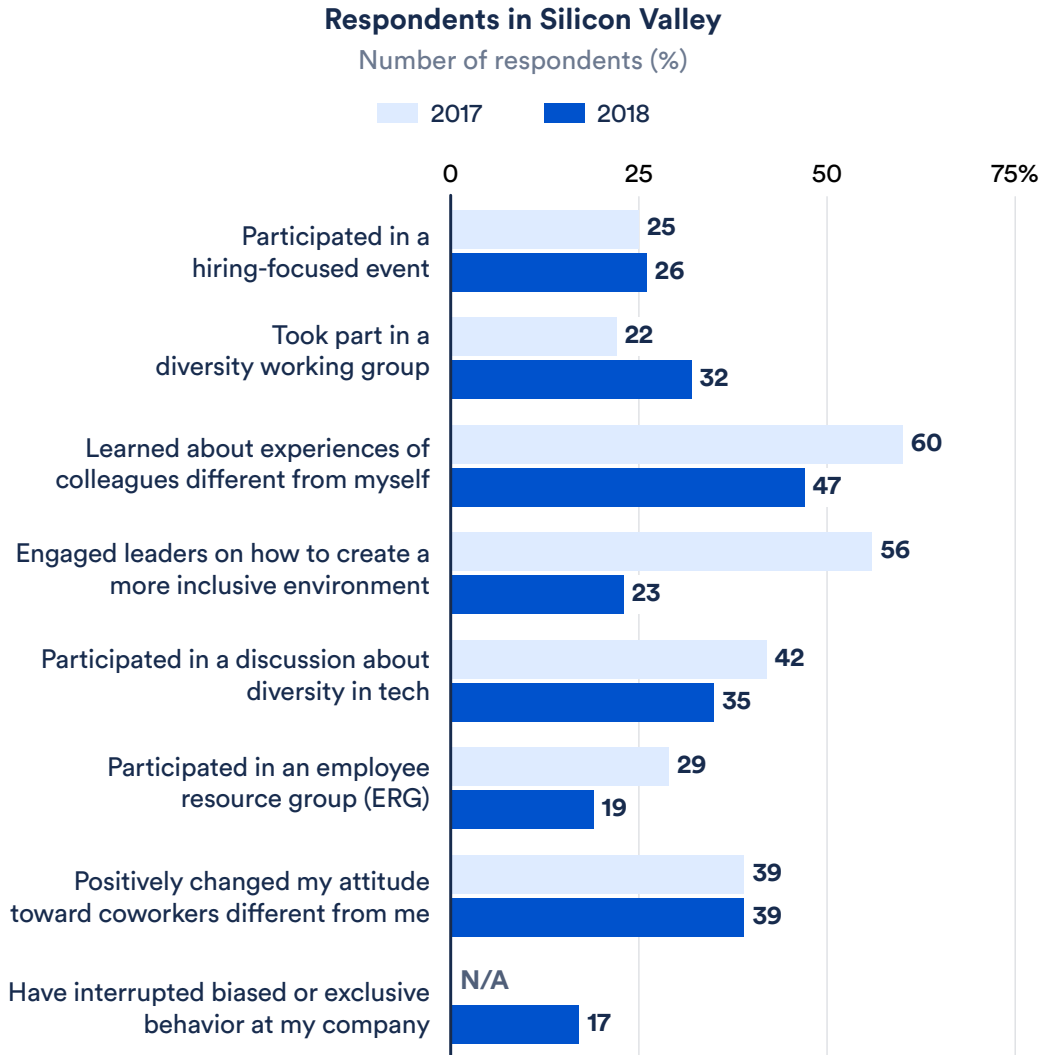
Though companies are implementing programs to improve D&I, the **rate of implementation ground to a halt**. Silicon Valley has fewer formal D&I programs than last year, and the tech industry as a whole just caught up to Silicon Valley.

This year, we've seen companies do the following:



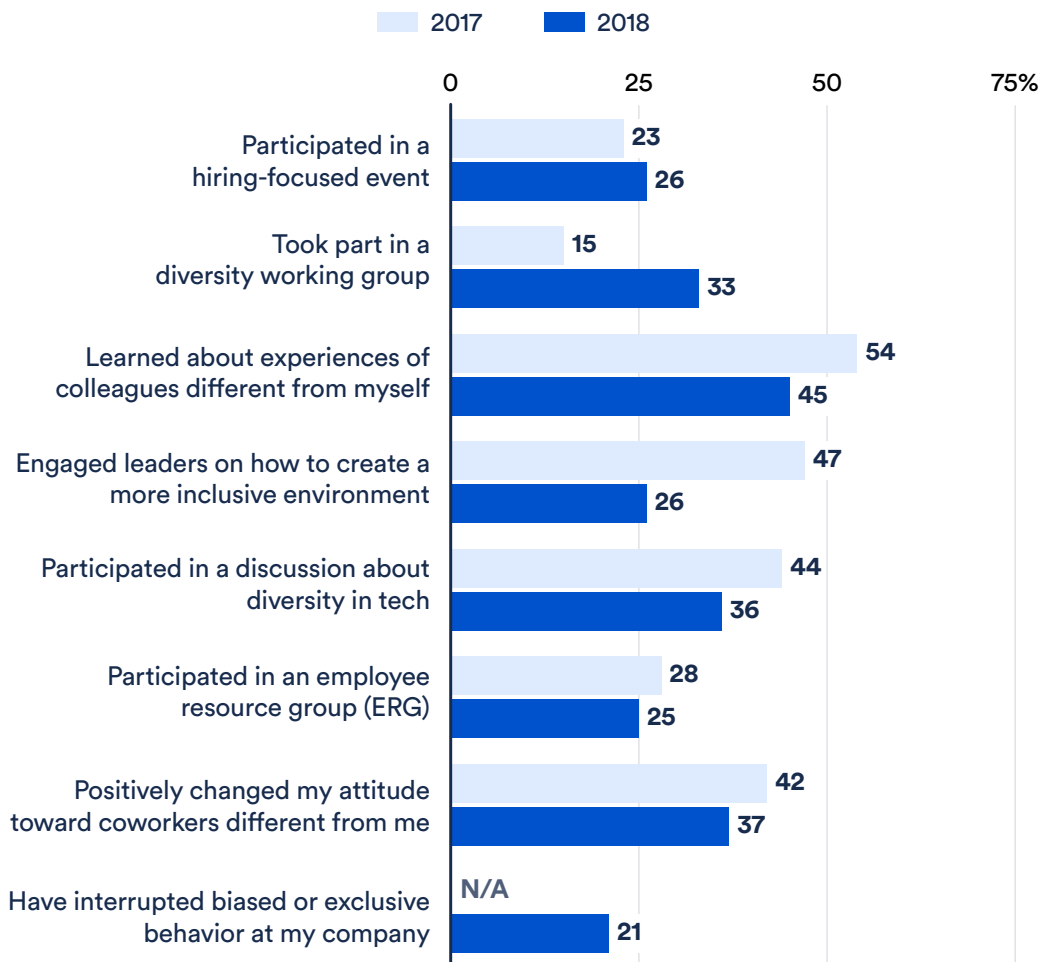
Individual participation has fallen

While 80% of individuals say that D&I is important, individual participation has fallen across the board. Only participation in diversity working groups grew significantly year over year.



Respondents in U.S.

Number of respondents (%)

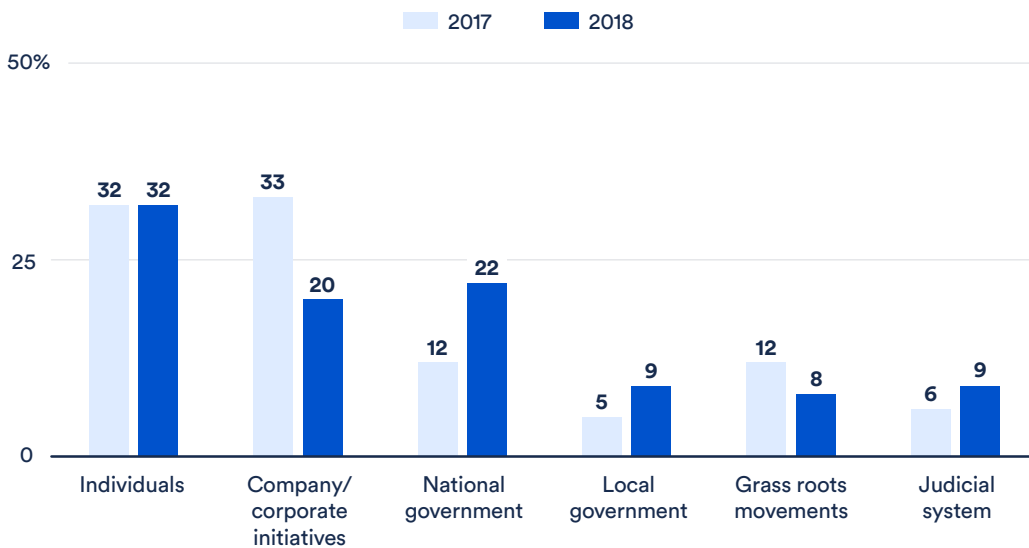


Individuals are the key to progress

Respondents continue to believe individuals are the key to impacting diversity and inclusion. However, the belief that companies will impact these issues dropped in Silicon Valley and the U.S., while the belief that national government, local government, and the judicial system would have an impact grew. This indicates respondents have less confidence that their companies will do the right thing on their own, and feel legislative action will be needed to improve diversity and inclusion.

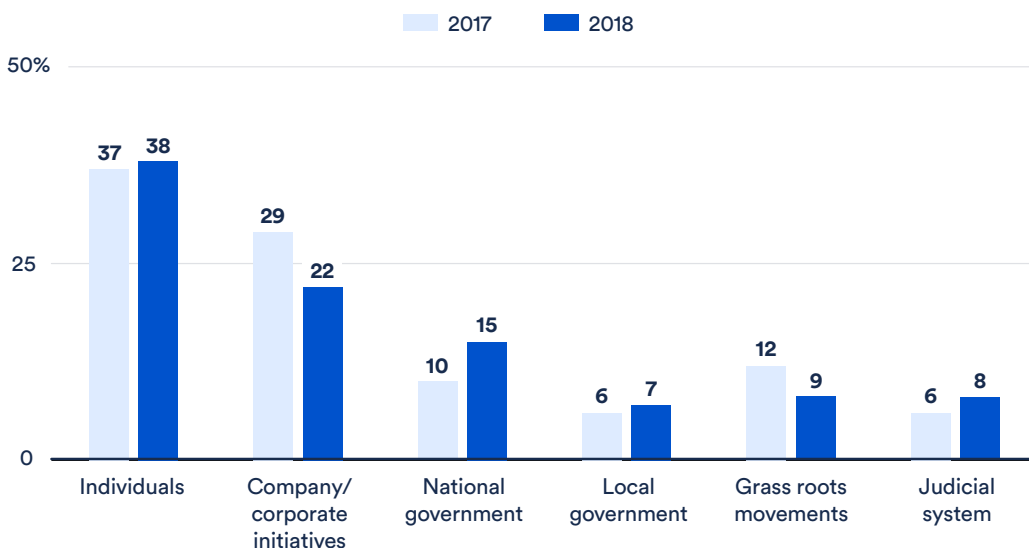
Respondents in Silicon Valley

Number of respondents (%)



Respondents in U.S.

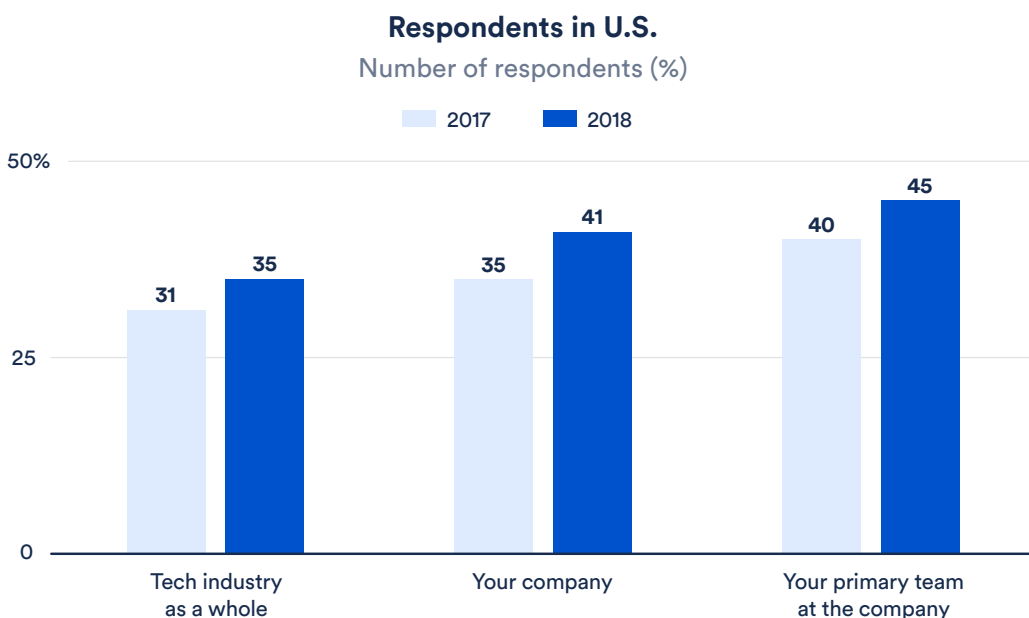
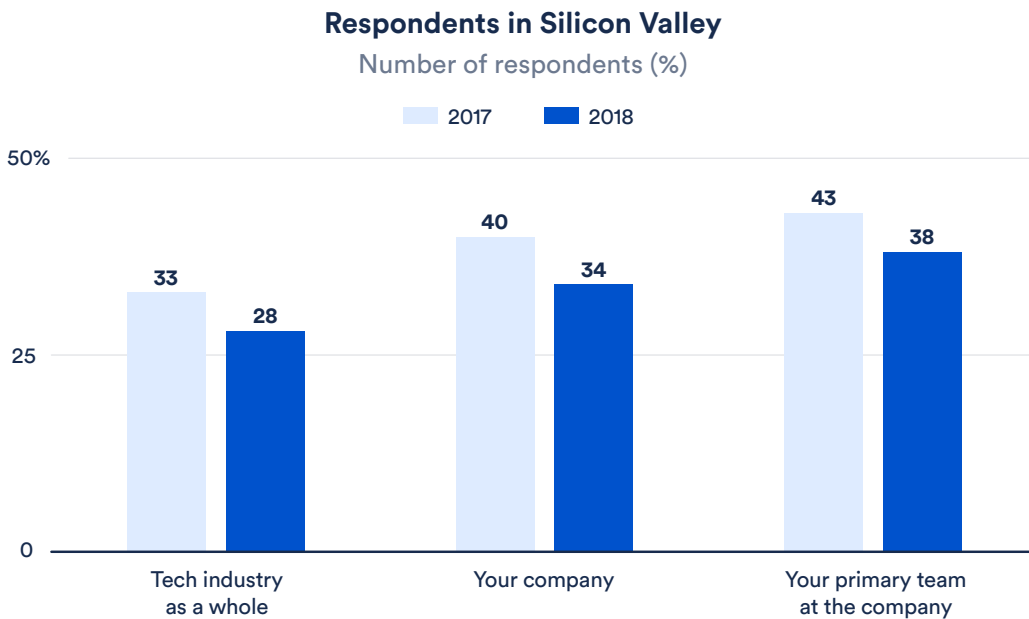
Number of respondents (%)



Maintaining the status quo

Though participation in D&I initiatives fell in Silicon Valley, it appears respondents are more aware of the issues at an industry and company level. And while respondents from the U.S. are more optimistic about the progress they've made year over year, their ratings are in line with last year's responses from Silicon Valley. In summary, **we know we're failing, but we're not willing to do the hard work to change.**

Respondents who gave an "A" grade to the industry, their company, and their team:

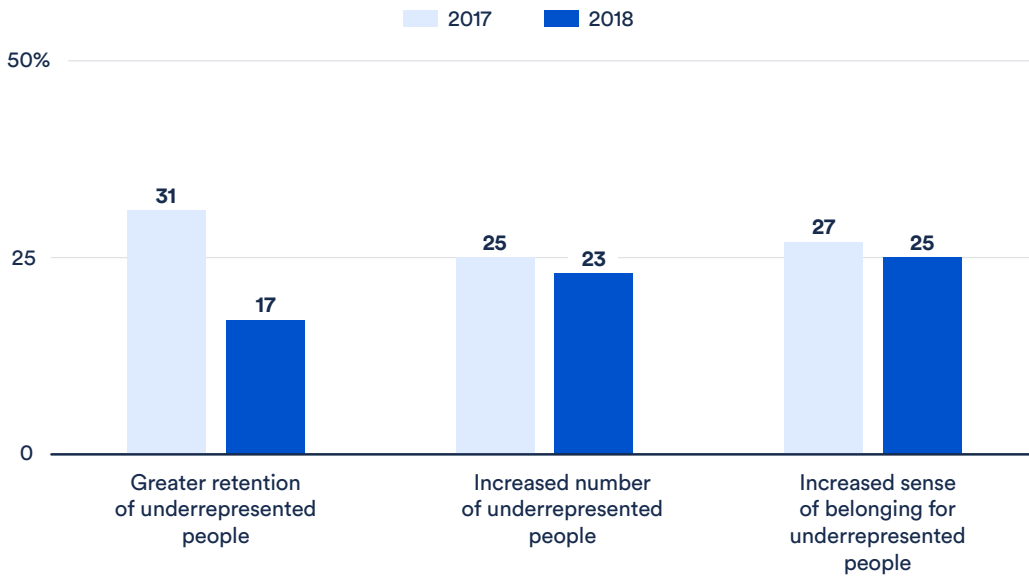


Low representation, retention, and belonging

Despite implementing initiatives and participating in the conversation, we lack representation, retention, and a sense of belonging among underrepresented groups in tech. Silicon Valley percentages fell in all three categories. We've seen an increase in the sense of belonging and representation in broader U.S. respondents, and retention remained flat. Unfortunately, the improvements in the tech industry at large merely bring them in line with ratings from Silicon Valley last year.

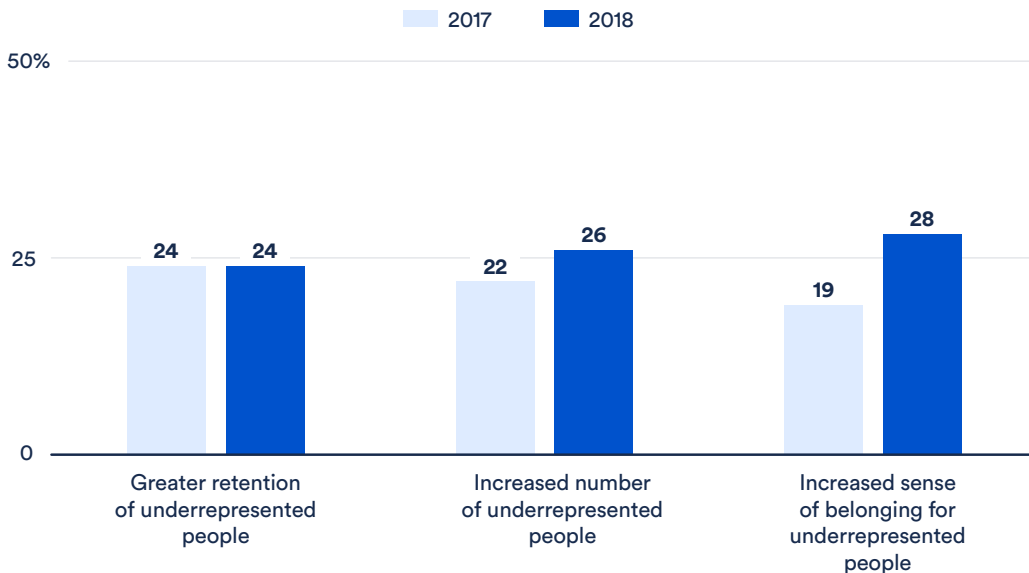
Respondents in Silicon Valley

Number of respondents (%)



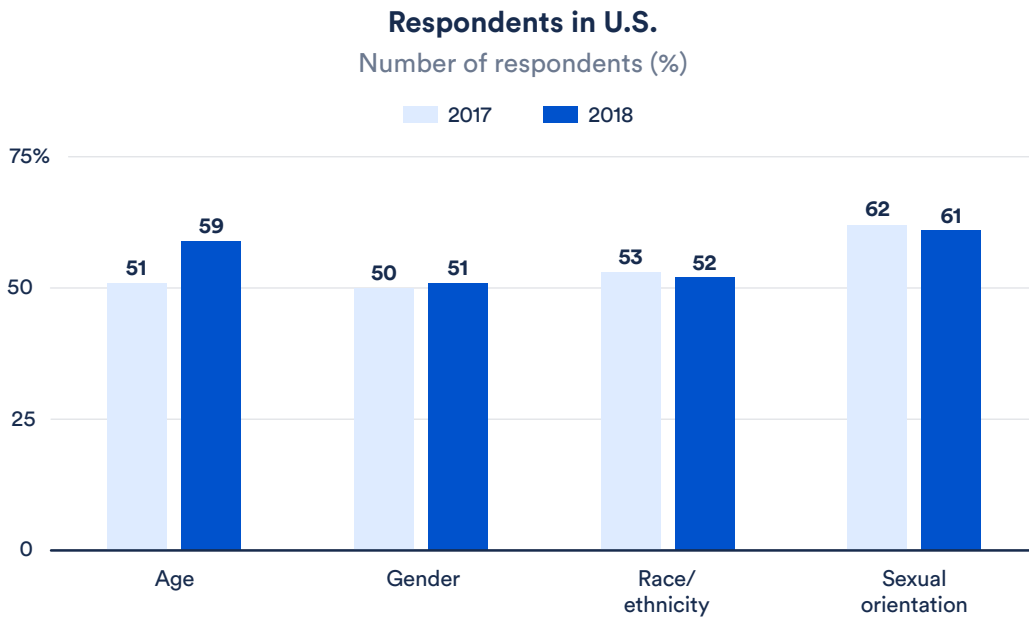
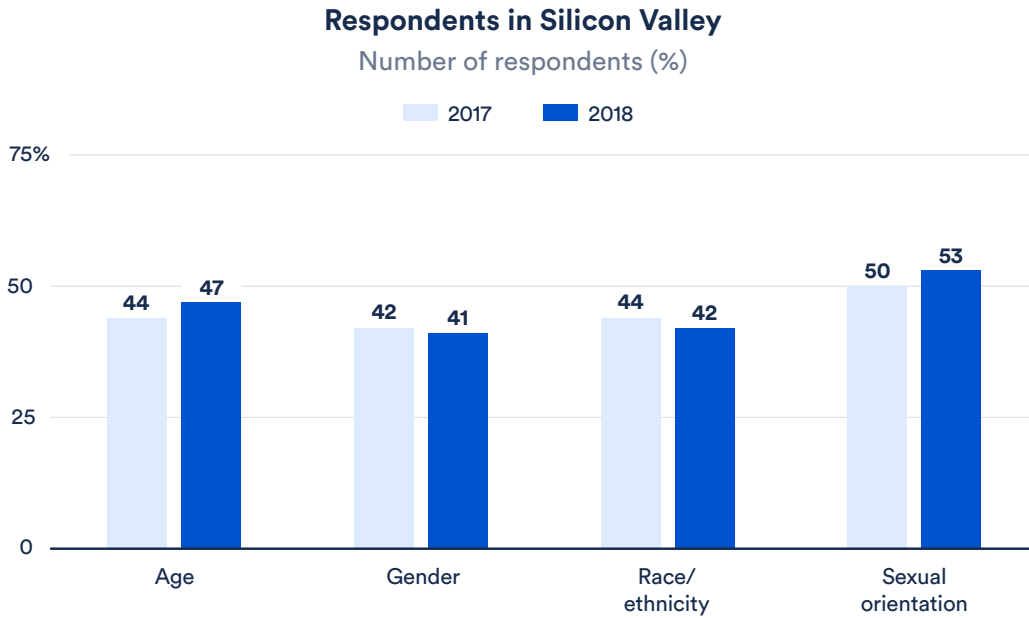
Respondents in U.S.

Number of respondents (%)



No improvement needed

And yet, respondents feel that their company needs no improvement in the following areas:



Misunderstanding diversity

As we saw last year, many people continue to believe they don't see color, or that they hire and promote based on skills alone. This belief is a key driver in the response that their company needs no improvement.

“We don't care about colors, gender, national identity, or race. We worry more about your job and contributions than all the other stuff.”

“They don't care about race, ethnicity, or anything else, they just care about skills. You are always included based on merit, and merit only.”

“Diversity isn't really that large of an issue. We hire based on qualification, not ethnicity.”

And some respondents assume because their company is innovative, provides health benefits, and offers competitive compensation packages, they must be doing well on diversity and inclusion.

“We are at the forefront of innovation, and we use the latest technologies for development.”

“We have a lot of good benefits and competitive compensation.”

“We are easy-going, polite, and work well together.”

How to make meaningful progress

Some people may not understand the impact of a balanced and inclusive team. Not only is it the right thing to do, but it's also how businesses will survive in an increasingly globalized, knowledge-work based environment, as research shows diverse teams produce better outcomes.

Focus on team-level progress

Instead of working toward check-the-box initiatives at the company level, we must look at building balanced teams.

Foster belonging and inclusion

Focus on providing individuals with the skills to impact their sphere of influence, and raise our collective standards about how people engage in the workplace. Begin by listening to and believing marginalized people who tell their stories, and listen to them about the solutions—their expertise is valuable.

Update processes and policies

Tactical programs, like a diverse-slate approach to hiring, implementing a values-aligned vs. a culture-fit interview, and providing intentional opportunities to people from underrepresented groups to grow and develop, address representation and retention issues.



Visit [Atlassian.com/diversity](https://atlassian.com/diversity) for more resources.

Participant demographics

Silicon Valley Respondents

Age: 18-34 (54%), 35-54 (38%), 55+ (8%)

Gender: Male (54%), Female (45%), Non-Binary / Gender Non-Conforming (1%)

Company Type: Private (56%), Public (44%)

Company Size: 20-49 employees (7%), 50-249 (22%), 250-999 (22%), 1,000+ (49%)

Race (could select all that apply)

- White (48%)
- Asian (41%)
- Hispanic, Latino, or Spanish (17%)
- Black or African American (8%)
- First Nations, Indigenous Peoples, or Native American (3%)
- Native Hawaiian or Pacific Islander (1%)
- Middle Eastern, North African, or Arab (1%)
- Other (6%)

U.S. Respondents

Age: 18-34 (55%), 35-54 (39%), 55+ (6%)

Gender: Male (56%), Female (44%)

Company Type: Private (63%), Public (37%)

Company Size: 20-49 employees (7%), 50-249 (22%), 250-999 (28%), 1,000+ (42%)

Race (could select all that apply)

- White (69%)
- Asian (14%)
- Hispanic, Latino, or Spanish (14%)
- Black or African American (14%)
- First Nations, Indigenous Peoples, or Native American (3%)
- Native Hawaiian or Pacific Islander (1%)
- Middle Eastern, North African, or Arab (1%)
- Other (4%)