

2021 STATE OF DEI IN TECH

An In-Depth Analysis of Diversity, Equity &
Inclusion in the Tech Industry

built in

Talent Activated.

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Introduction.

Diversity, equity and inclusion (DEI) are not novel ideas, though it may seem like it following the swell of DEI-related conversations, content and company initiatives in 2020. DEI — especially in the tech industry — has been a topic of discussion for quite some time.

In 2014, Google released the industry's first ever diversity report. In its inaugural edition, Google reported that its staff was 61.3 percent white and 69.4 percent male. Six years later, Google showed little sign of progress, reporting its people as 54.4 percent white and 68.4 percent male.

Last year, the world bore witness to the deeply rooted racial injustices that plague the United States. **In an effort to mend broken systems, tech professionals and employers alike began to discuss challenges, acknowledge shortcomings and take the steps necessary to create real change.**

As a people united in tech, we are proud of the progress we have made, but we are nowhere near finished. We created this report to establish a benchmark within the tech community and hold all of us accountable as we continue to move forward toward a more diverse, equitable and inclusive tech industry.

About the Report.

This report analyzes survey data on the topic of diversity, equity and inclusion (DEI) in the technology industry conducted by Built In during September and October of 2020.

This survey collected information on tech professionals' attitudes and tech employers' efforts — as well as the gaps between — concerning DEI in the workplace, including but not limited to: diversity among employees; representation among leadership; the presence of discrimination in the workplace; employer-mandated trainings; and employee sentiment regarding inclusivity at work.

Two surveys were conducted over the stated timeframe and were geared to one of two groups: tech professionals and tech employers. Both surveys used a combination of Likert scales, multiple choice questions and open-ended responses.

Both surveys were voluntary and anonymous. A total of 233 tech professional responses and 140 tech employer responses were analyzed.

The following pages contain proprietary information obtained by Built In that provides an in-depth analysis of the current state of diversity, equity and inclusion in the technology industry.

SECTION I

Overview of DEI in the Tech Industry

The past year has encouraged individuals and employers alike to finally confront biases that create unjust working environments. White employees reckoned with privileges and opportunities that aren't available to their colleagues with underrepresented backgrounds and marginalized identities.

While steps have certainly been taken, we are nowhere near the end. This section highlights both the tech industry's recent improvements and remaining gaps in diversity, equity and inclusion.

What Is Diversity, Equity and Inclusion?

Before we get to the data, let's take a moment to reflect on what diversity, equity and inclusion truly mean.

Diversity

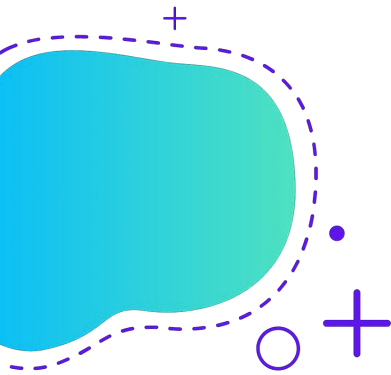
Diversity refers to the presence of differences within the workplace. This can include the following: race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic class, physical ability or attributes, religious or ethical values system, national origin and political beliefs.

Equity

Equity refers to the practice of promoting impartiality, fairness and access across the organization. Equitable processes and procedures ensure that each employee has equal opportunities, despite disadvantages or barriers. Equity is extremely important for underrepresented individuals and people with marginalized identities to be able to succeed and thrive.

Inclusion

Inclusion refers to the sense of belonging employees feel. An inclusive workplace allows for and encourages each employee to be their most authentic selves, and ensures individuals feel welcomed, connected and valued at work.



DEFINITION:

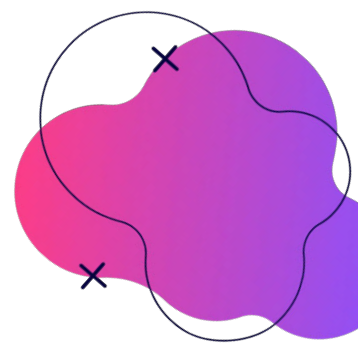
DEI stands for Diversity, Equity and Inclusion. In the workplace, DEI refers to how employers create fair, just and inclusive environments for all current and prospective employees.

DEI: Survey Findings

Tech employees and employers have placed greater emphasis on DEI in the workplace. Before last year, nearly a quarter (24 percent) of companies did not invest in DEI programs and initiatives. In 2020, that dropped to 14 percent and is expected to reach 9 percent by 2021.

Employers' efforts aren't going unnoticed: 46 percent of employees report that their companies have invested more in DEI in 2020. While there's still a ways to go, **this section will analyze other findings that indicate 2020 was a year of progress for DEI within tech companies.**



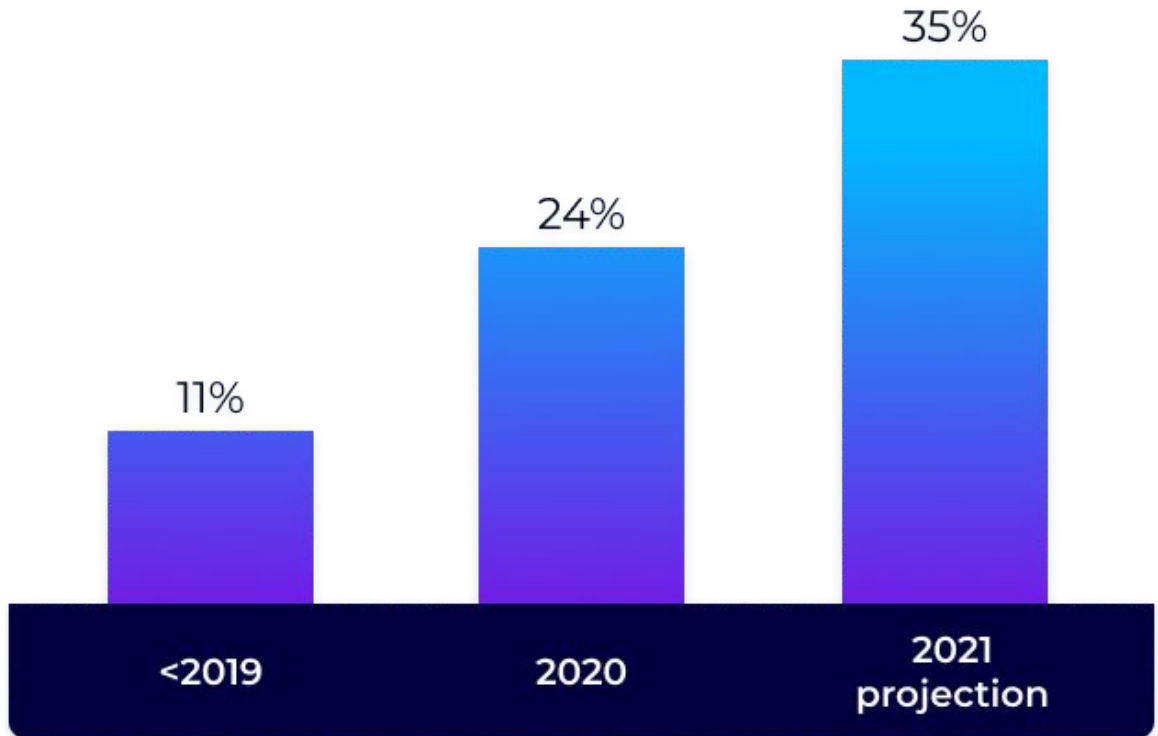


Tech Employer Data

More Teams Are Dedicated to DEI

Before 2020, only 11 percent of tech companies had dedicated DEI staff. In 2020, that statistic increased to 24 percent and is expected to grow to 35 percent in the next year.

Tech Companies With Dedicated DEI Staff



Companies Are Creating DEI Policies & Manifestos

Prior to 2020, just 26 percent of tech companies had a DEI policy or manifesto in place. That number nearly doubled in 2020 — up to 46 percent — and is expected to reach 56 percent within the next year.

Reporting Is on the Rise

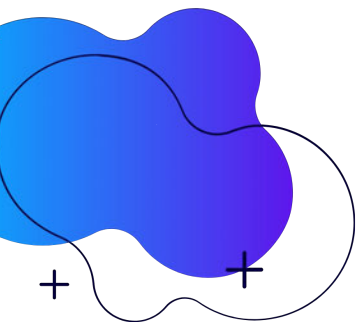
Prior to 2020, only 31 percent of tech companies reported on DEI metrics. Today, more than half (51 percent) now report on this data, and 66 percent of tech companies plan to implement reporting in 2021.

As the old adage goes: You can't manage what you don't measure. As such, this increase in reporting is sure to correlate with an increase in successful DEI efforts.

ERGs Are More Common

Employee resources groups (ERGs) help individuals establish a sense of belonging in the workplace. ERGs focus on providing support as well as both personal and professional development for employees with a shared identity such as gender, ethnicity, military or parental status.

Before last year, only 34 percent of tech companies provided employee resource groups. In 2020, 49 percent of tech employers offered ERGs, and 56 percent plan to invest in ERGs in the next year.



SECTION I

Large Employers Perform Slightly Better

It stands to reason that larger companies have more resources to invest toward creating a diverse, equitable and inclusive workplace. Our data tracks: according to employee sentiment, companies with more than 500 total employees are making more impactful and well-received DEI efforts.

However, while a financial commitment is important, there are smaller levels of investment that can still have a positive impact, including ERGs, competency-based interviews and dedicated DEI staff.

	Percent of Respondents Who Chose This Sentiment (Small Employer; 1-500 total headcount)	Percent of Respondents Who Chose This Sentiment (Large Employer; 500+ total headcount)
My company's DEI efforts are best in class.	9%	10%
My company's DEI efforts are good.	29%	36%
My company's DEI efforts are OK.	22%	27%
My company's DEI efforts are poor and need improvement.	27%	19%
My company does not have any DEI programs, statements or initiatives.	13%	8%

Tech Professional Data

Tech professionals care about their employers' investment in DEI — so much so that they seek out companies with a strong commitment.

Job Seekers Consider an Employer's DEI Investment

Job seekers value an employer's effort to create a truly diverse, equitable and inclusive workplace. In fact, 78 percent of employees say DEI initiatives are very important to them when considering whether or not to accept a job offer. For Black, Indigenous and People of Color (BIPOC), this number jumps to 88 percent.

Representation Matters to Tech Professionals

84 percent of tech professionals say it is at least somewhat important to see diversity among the people they meet with during the interview process. On top of that, 60 percent of tech professionals would seek out information about the diversity of a potential employer when researching job opportunities.

Employees Are Loyal to DEI-Invested Companies

Of the employees surveyed who reported either looking for or thinking about looking for other employment opportunities, more than half (51 percent) said they would be more inclined to stay in their current role if their company improved its DEI efforts.

DEI Programs Are a Top Consideration for Job Seekers

Job seekers in the technology industry hold DEI policies and initiatives in high regard. When considering a prospective employer, 69 percent say that wage transparency and equitable pay is very important. Furthermore, 68 percent of employees say clear anti-harrassment and anti-discrimination policies are very important to their evaluation, and 43 percent say the same about unconscious bias training.

	Percent of Tech Professionals Who Say This Initiative is 'Very Important'	Percent of Tech Professionals Who Say This Initiative is at Least 'Somewhat Important'
Wage Transparency and Equitable Pay	69%	92%
Flexible Work Opportunities	76%	98%
Clear Anti-harrassment and Anti-discrimination Policies	68%	89%
Professional Development Opportunities	82%	97%
Unconscious Bias Training	43%	75%

SECTION II

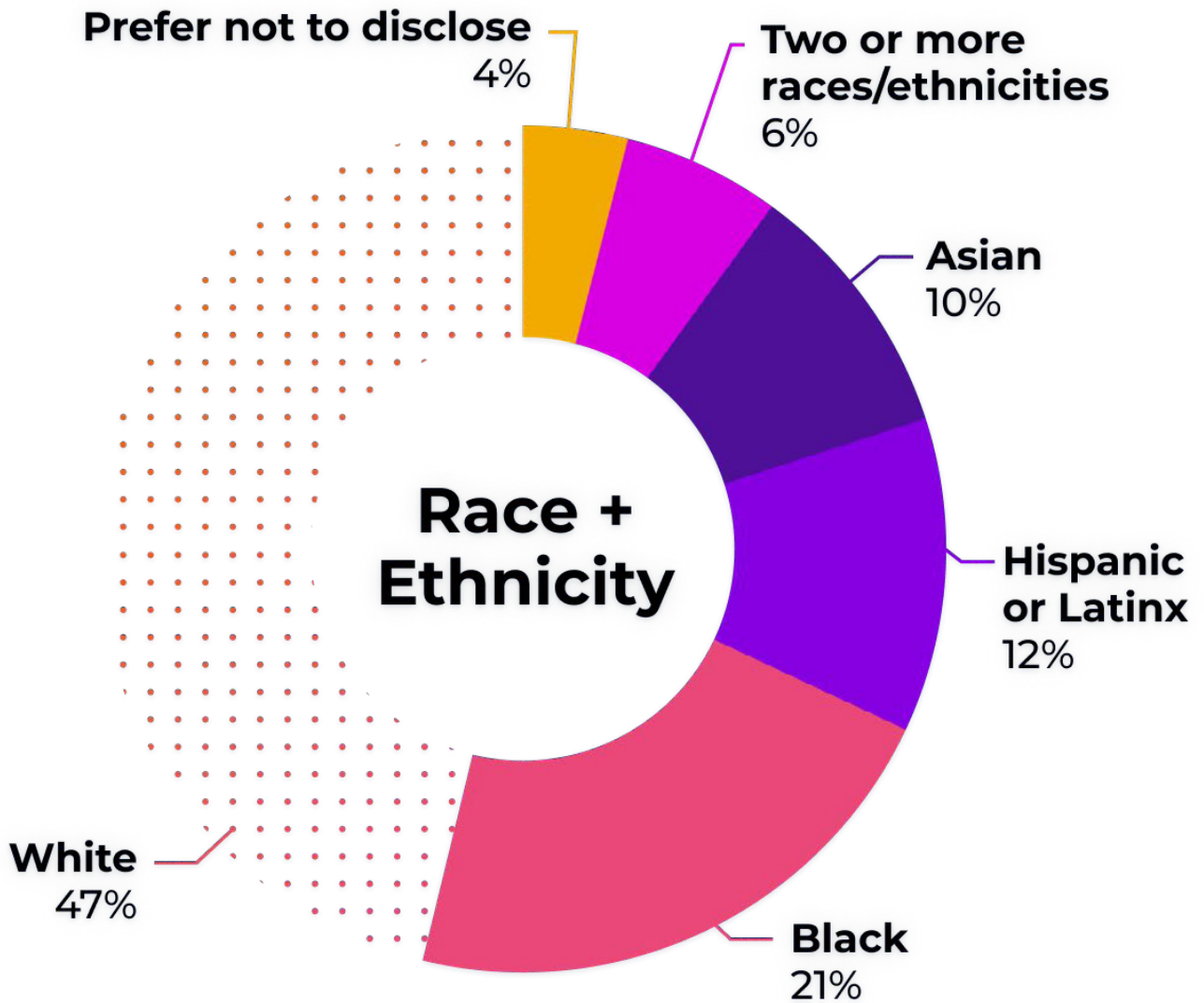
Diversity in Tech

Diversity in the workplace is absolutely critical. As with all things, homogeneity leads to a plateau, in both mindset and performance. Diversity is our greatest asset, providing us the ability to leverage various backgrounds and experiences to drive innovation and progress. However, tech can — and must — do better.

In this section, we'll examine the current state of diversity in the tech industry.

Racial Disparities Are Real

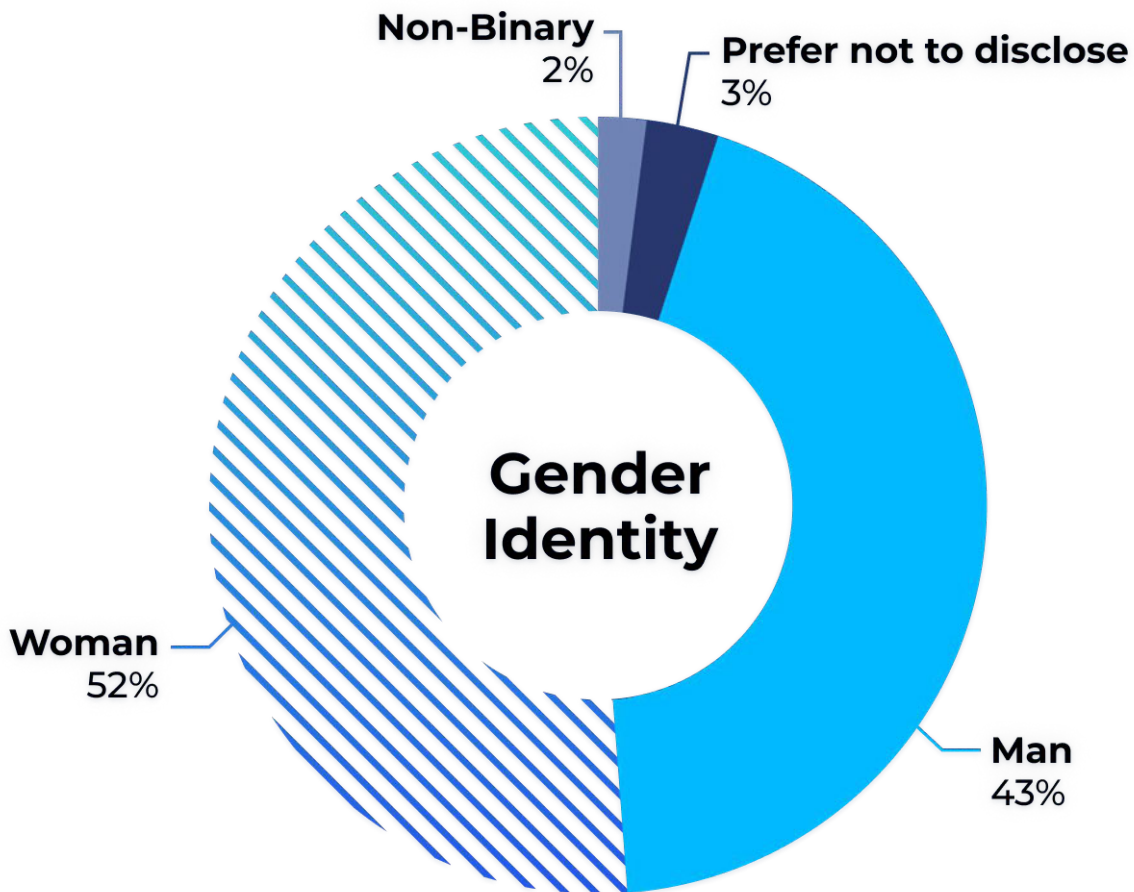
Unsurprisingly, tech is predominantly white. Of users surveyed, nearly half (47 percent) identify as white. Furthermore, 44 percent of companies report that their teams are at least 71 percent white.



Gender Gaps Still Exist

Just over half (52 percent) of survey respondents identify as women. **However, data from tech employers tells a different story:** 53 percent said women make up less than 40 percent of their workforce.

Non-binary and non-cisgender individuals are a very small minority within the tech industry and deserve greater representation. Just 2 percent of respondents identified as non-binary, and 91 percent of tech employers said non-binary individuals make up less than 10 percent of their staff.





40%

More than half of tech employers report that women make up less than 40 percent of their workforce.

There Is Little Diversity of Sexual Orientation

More than three-quarters (79 percent) of tech professionals do not identify as LGBTQIA+. Of the companies surveyed that collect data on sexual orientation, 46 percent said less than 25 percent of their employees identify as LGBTQIA+.

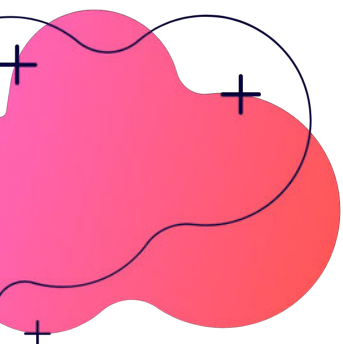
Teams Are Still Largely Composed of White Men

Nearly half (47 percent) of the tech companies surveyed report that men make up more than 60 percent of their workforce. Even with the improvements made in 2020, the tech industry is still predominantly composed of white men.

Tech Is Ageist

For 94 percent of the companies surveyed, people ages 46-55 make up less than 25 percent of the organization. What's worse, at every single company surveyed, people ages 56 and older make up less than 25 percent of the organization, with 27 percent of employers reporting they have zero employees over the age of 56 on their staff.

While tech iterates quickly and new languages are introduced frequently, there is more that can be done to retain and nurture employees as they age. Continuous skills development can help employees stay up to date with emerging technologies and continue working their passions.



It Gets Worse at the Top

As a whole, a majority of employees (72 percent) feel their companies are at least somewhat diverse, but when they look at leadership, 54 percent of employees say those teams aren't diverse at all.

More than a third (35 percent) of all tech companies surveyed report that executive teams are at least 80 percent men. Furthermore, at the executive level, 87 percent of companies report having no Black leaders, 73 percent have no Hispanic/Latinx leaders, and 97 percent have no Native or Indigenous leaders.

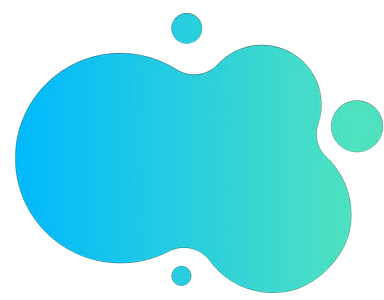
BIPOC Professionals Lack Representation

At 75 percent of the tech companies surveyed, Black professionals make up less than 10 percent of the workforce. Indigenous and Native American employees fare even worse, making up less than 10 percent of organizations in 98 percent of the tech companies we surveyed.



75%

AT 75 PERCENT OF TECH COMPANIES SURVEYED,
LESS THAN 10 PERCENT OF EMPLOYEES ARE BLACK.



Diversity in the Workplace Is Perceived Differently

Diversity is perceived differently across the organization, and perception is largely impacted by race and ethnicity. White employees are more likely to view their company as diverse than their BIPOC colleagues.

According to our survey findings, 78 percent of white tech professionals feel their company is at least "somewhat diverse" compared to 66 percent of BIPOC individuals. Similarly, less than a quarter of white employees consider their company to not be diverse at all compared to 34 percent of BIPOC professionals.

BIPOC employees are also more likely to refute the statement, "My company's DEI initiatives have support from all levels of leadership." Just 9 percent of white employees surveyed strongly disagree with this sentiment compared to 23 percent of Hispanic or Latinx employees, 20 percent of Black employees, and 15 percent of BIPOC employees on the whole.

66%

**OF BIPOC EMPLOYEES
CONSIDER THEIR
COMPANY TO BE
'SOMEWHAT DIVERSE.'**

VS

78%

**OF WHITE EMPLOYEES
CONSIDER THEIR
COMPANY TO BE
'SOMEWHAT DIVERSE.'**

Diversity Data Must Be Prioritized

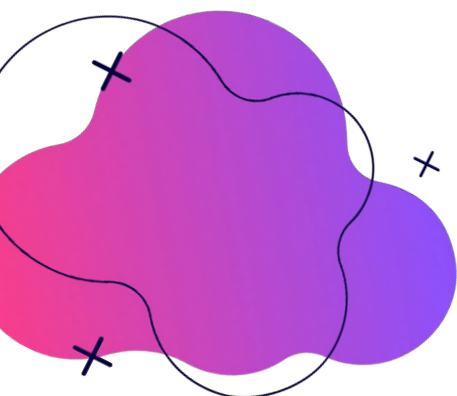
In order to truly make progress, a larger effort needs to be made to track, monitor and improve key diversity metrics. Just 46 percent of all tech employers surveyed have leadership-approved goals around diversity hiring, which is problematic because 38 percent of executives believe CEOs are primarily responsible for diversity & inclusion initiatives.

Furthermore, while 49 percent of tech employers evaluate diversity metrics for retention at some point throughout the year, 31 percent don't collect data of this kind at all. Similarly, just 37 percent of tech employers evaluate diversity metrics for promotions and 25 percent for time-in-role, leaving significant room for improvement.

On top of that, 49 percent of tech companies do not collect any information about employees' LGBTQIA+ status, and 48 percent of tech companies don't collect information about parental status.

NOTE:

Employers are allowed to ask employees to self identify LGBTQIA+ status, but only if the information is requested in a way that is voluntary and optional. The information should remain confidential in human resource information system (HRIS) records, or anonymous employee surveys.



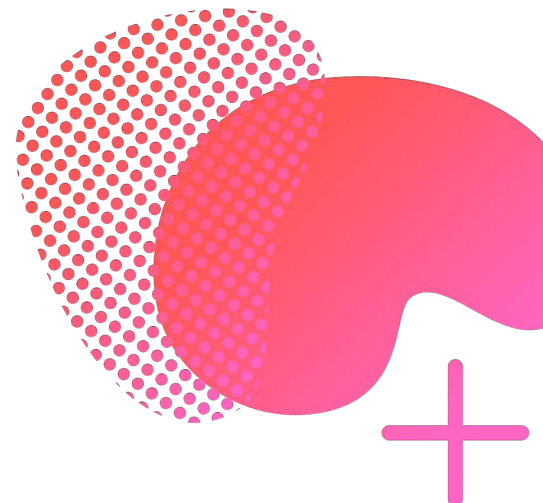
SECTION II

Meanwhile, 60 percent of tech employees actively seek out information about the diversity of an organization when they're searching for jobs. These professionals are likely to join organizations that make measuring diversity metrics a priority, meaning those that don't are not only doing a disservice to their people internally, but to the growth of their company.

Perhaps what's most important, is that employers begin to share diversity metrics with their employees and the public. Nearly a third (31 percent) of all employers surveyed do not share diversity metrics with their staff, and 56 percent don't share this data externally.

The Good News: Tech Is Listening

The facts are clear: the tech industry is not diverse. However, employers across the country are responding to this problem. Before 2020, just 54 percent of companies reported having a diverse hiring process in place. Last year, that jumped to 71 percent and is expected to reach 77 percent in 2021.



SECTION III

Equity in Tech

Equity is not the same as equality. While equality provides the same opportunity to all, equity closes the gaps and provides each individual with the tools they need to succeed. Consider two basketball players: despite both shooting from the freethrow line, they aren't necessarily as likely to make the basket — skills, access to training and background impact their respective outcomes.

The same is true in the workplace: presenting employees with the same opportunities does not mean the process is fair and equitable. In this section, we'll dissect the ways in which the tech industry creates — and falls short of — equitable workplaces.



Development Opportunities Matter

Employees do not want to fall stagnant in their role, which is why such a high premium is placed on professional development opportunities: 82 percent of tech employees say it's very important when considering a prospective employer. What's more, 98 percent of BIPOC tech employees say that development opportunities are somewhat or very important to their job search.

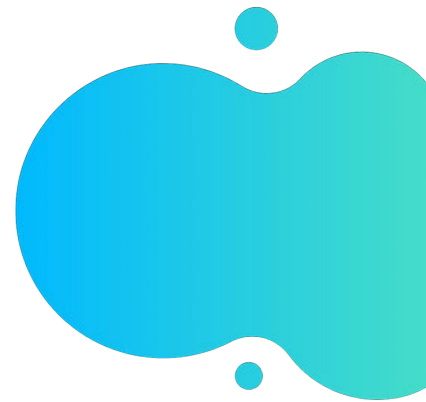
However, Few Programs Are in Place

Before 2020, a meager 5 percent of tech companies had programs in place to support the professional development of BIPOC employees. That increased to 18 percent in 2020 and is a major focus of investment in 2021, with 45 percent of tech companies planning to have programs in place.

Discrimination Is Widespread

Unfortunately, 73 percent of all tech employees surveyed said they've experienced discrimination or been treated unfairly in the workplace because of their race, gender, sexual orientation, religion or some other aspect of their identity.

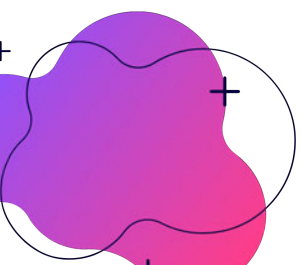
And it's even more pervasive among marginalized groups: 80 percent of individuals who don't identify as male experienced discrimination, as have 87 percent of Black tech employees, 82 percent of Black women, and 78 percent of BIPOC tech employees on the whole.



Tech Isn't Transparent

In terms of advancing in a role or within a company, tech professionals believe their employers are not transparent about what it takes. This lack of transparency is more deeply felt among BIPOC employees, too.

	Percent of respondents who disagree or strongly disagree with the statement	Percent of BIPOC respondents who disagree or strongly disagree with the statement
My company is transparent about how raises are awarded.	51%	55%
The criteria and expectations around employee performance are clear and objective.	38%	42%
My company is transparent about what it takes to advance to higher levels in the organization.	45%	52%



SECTION III

Marginalized Employees Experience the Workplace Differently

Not only is transparency from leadership perceived differently, but BIPOC tech employees experience the workplace differently from their white colleagues.

I can voice a contrary opinion without fear of negative consequences.	Percent of BIPOC Respondents	Percent of White Respondents
Strongly Agree	13%	18%
Agree	27%	38%
Neutral	17%	16%
Disagree	23%	18%
Strongly Disagree	20%	9%

At my company, people from all backgrounds have equal opportunities to succeed.	Percent of BIPOC Respondents	Percent of White Respondents
Strongly Agree	19%	20%
Agree	20%	29%
Neutral	22%	28%
Disagree	17%	15%
Strongly Disagree	22%	8%



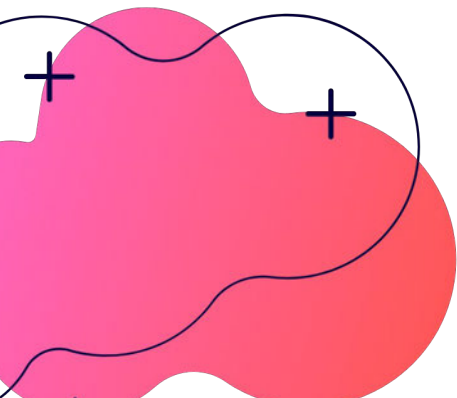
13%

Only 13 percent of BIPOC tech employees strongly agree with the statement, “I can voice a contrary opinion without fear of negative consequences.”

SECTION III

I am paid fairly/equitably compared to my peers in similar roles.	Percent of BIPOC Respondents	Percent of White Respondents
Strongly Agree	10%	17%
Agree	28%	33%
Neutral	35%	33%
Disagree	13%	13%
Strongly Disagree	14%	4%

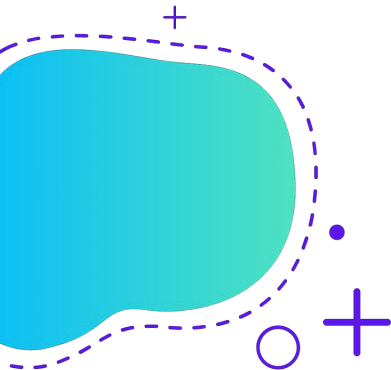
Management demonstrates a commitment to supporting and meeting the unique needs of all employees.	Percent of BIPOC Respondents	Percent of White Respondents
Strongly Agree	17%	15%
Agree	27%	43%
Neutral	28%	28%
Disagree	14%	11%
Strongly Disagree	14%	3%



SECTION III

Perspectives like mine are included in the decision-making at my company.	Percent of BIPOC Respondents	Percent of White Respondents
Strongly Agree	13%	15%
Agree	23%	40%
Neutral	24%	19%
Disagree	19%	15%
Strongly Disagree	21%	11%

If I feel I'm being treated unfairly, there are safe outlets through which I can deliver feedback or air grievances.	Percent of BIPOC Respondents	Percent of White Respondents
Strongly Agree	13%	12%
Agree	30%	44%
Neutral	25%	21%
Disagree	13%	16%
Strongly Disagree	18%	7%



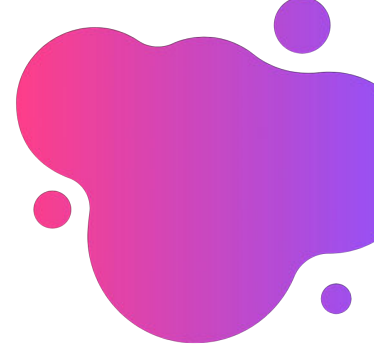
In general, **BIPOC employees are more likely to perceive processes as inequitable than their white colleagues.** As we'll uncover in the next section, this impartiality leads to gaps in the **third and final element of DEI: inclusion.**

SECTION IV

Inclusion in Tech

An employee's sense of belonging in the workplace is everything. Their ability to show up as their true, authentic selves dictates how they respond to the environment, their peers and the work itself.

Analyzing inclusion last is purposeful, as it is vitally dependent on the fulfillment of diversity and equity in the workplace. In short, employees won't feel inclusion — a true sense of belonging — unless there is first diverse representation and true equity across the organization.



Inclusion Is Not Engagement

While employee engagement is an excellent metric by which to gauge inclusion in a workplace, it is by no means an exhaustive tool. In addition to feeling connected and valued in the organization, inclusion ensures employees feel welcome and safe showing up as themselves. Employee engagement is an employer initiative, but inclusion is felt across and cultivated by every aspect of an organization.

For example, while 63 percent of tech employees surveyed believe a sense of belonging in the workplace is very important, nearly 90 percent say feeling respected and valued by their peers and managers is important. Additionally, 79 percent believe having their perspective included in decisions that impact their team or role is very important, too.

These results suggest a deep, meaningful connection among employees — one based on mutual respect and understanding — is far more valuable to individuals.

90%

NEARLY 90 PERCENT OF TECH EMPLOYEES SAY FEELING RESPECTED AND VALUED BY PEERS & MANAGERS IS IMPORTANT.

SECTION IV

Despite Its Importance, Inclusion Is Not Felt Equally Across Teams

Overall, 54 percent of tech employees say they feel a sense of belonging at work, but that number drops to 43 percent for BIPOC individuals and 40 percent among Black employees.

On the other hand, 62 percent of white employees (and 66 percent of white men) report feeling a sense of belonging. It's worth noting that employees over the age of 46 also report lower numbers when it comes to belonging, with only 42 percent agreeing with the statement.

I feel a sense of belonging at my company.	Percent of BIPOC Respondents	Percent of Black Respondents	Percent of White Respondents	Percent of White Men Respondents
Strongly Agree	15%	8%	22%	27%
Agree	28%	32%	40%	39%
Neutral	23%	36%	15%	15%
Disagree	12%	4%	18%	17%
Strongly Disagree	22%	20%	5%	2%



22%

Of BIPOC tech employees, 22 percent strongly disagree with the statement, “I feel a sense of belonging at my company,” versus just 5 percent of white employees.

SECTION IV

Similarly, 58 percent of BIPOC individuals and 48 percent of Black employees say they feel supported by their colleagues and managers, while 74 percent of white employees (and 78 percent of white men) report feeling supported.

I feel supported by my colleagues & manager.	Percent of BIPOC Respondents	Percent of Black Respondents	Percent of White Respondents	Percent of White Men Respondents
Strongly Agree	22%	20%	34%	39%
Agree	36%	28%	40%	39%
Neutral	19%	16%	14%	15%
Disagree	13%	20%	7%	7%
Strongly Disagree	10%	16%	5%	0%

36%

OF BLACK EMPLOYEES DO NOT FEEL SUPPORTED BY THEIR COLLEAGUES AND MANAGERS.

VS

12%

OF WHITE EMPLOYEES DO NOT FEEL SUPPORTED BY THEIR COLLEAGUES AND MANAGERS.

SECTION IV

Additionally, while 45 percent of BIPOC employees and 40 percent of Black respondents say they would feel comfortable talking about their background and cultural experiences with colleagues, 64 percent of white employees (and 63 percent of white men) say the same.

I am comfortable talking about my background & cultural experiences with my colleagues.	Percent of BIPOC Respondents	Percent of Black Respondents	Percent of White Respondents	Percent of White Men Respondents
Strongly Agree	17%	12%	20%	22%
Agree	28%	28%	44%	41%
Neutral	19%	16%	15%	17%
Disagree	19%	16%	14%	12%
Strongly Disagree	17%	28%	7%	7%

40%

OF BLACK EMPLOYEES WOULD FEEL COMFORTABLE TALKING ABOUT THEIR BACKGROUND AND CULTURAL EXPERIENCES WITH COLLEAGUES.

VS

64%

OF WHITE EMPLOYEES WOULD FEEL COMFORTABLE TALKING ABOUT THEIR BACKGROUND AND CULTURAL EXPERIENCES WITH COLLEAGUES.

SECTION IV



And finally, 60 percent of BIPOC employees said they feel respected and valued by peers and leaders, and 52 percent of Black employees agreed. While this data seems promising, consider how white employees responded: 74 percent of white individuals agreed with the statement as did 80 percent of white men.

I feel respected and valued by my peers and leaders.	Percent of BIPOC Respondents	Percent of Black Respondents	Percent of White Respondents	Percent of White Men Respondents
Strongly Agree	18%	20%	47%	29%
Agree	42%	32%	27%	51%
Neutral	17%	16%	14%	15%
Disagree	10%	12%	7%	5%
Strongly Disagree	13%	20%	5%	0%

52%

**OF BLACK EMPLOYEES
FEEL RESPECTED AND
VALUED BY THEIR PEERS
AND LEADERS.**

VS

74%

**OF WHITE EMPLOYEES
FEEL RESPECTED AND
VALUED BY THEIR PEERS
AND LEADERS.**

SECTION V

Intersectionality

Coined in 1989 by critical race theorist and professor Kimberlé Williams Crenshaw, intersectionality examines the ways in which multiple identities contribute to the way an individual experiences discrimination.

What Is Intersectionality?

In a 2018 interview, Crenshaw described intersectionality as such:

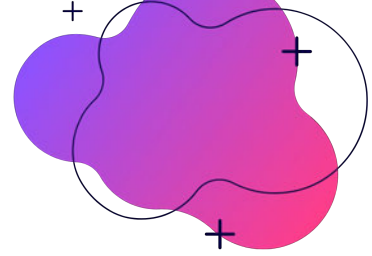
“Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges.”

Professor Kimberlé Williams Crenshaw

- [them.](#)

Through intersectionality, we are better able to understand the unique challenges individuals face because of their identity that create inequitable work environments. For example, consider the intersection of race and gender identity: the way a Black woman is treated and experiences the workplace is different from a Black man’s experience, as well as a white woman’s experience.

These individuals will face different forms of discrimination, different challenges and will be offered different opportunities. Creating an equitable workplace means accounting for these differences and working to minimize them so each individual may thrive.



How Do Tech Employees Experience the Workplace?

Intersectionality can help us answer this question. Let's take a look at the data from the previous example and examine how the intersectionality of race and gender identity impacts an individual's sense of inclusivity in the workplace.

We'll start by looking at data relevant to gender identity first. Our survey findings suggest that, overall, women are more likely to disagree with the statement, "I feel comfortable being my authentic self at work."

I feel comfortable being my authentic self at work.	Percent of Women Respondents	Percent of Men Respondents
Strongly Agree	19%	18%
Agree	32%	34%
Neutral	19%	24%
Disagree	22%	16%
Strongly Disagree	8%	8%

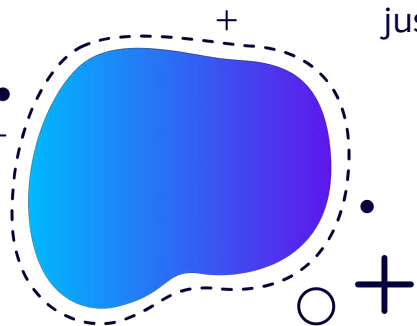
SECTION V

Conversely, when looking at employee sentiment in the context of race, the data is far more disparate. While 44 percent of white tech professionals feel comfortable being their authentic selves at work, just 28 percent of Black employees feel the same.

I feel comfortable being my authentic self at work.	Percent of White Respondents	Percent of Black Respondents
Strongly Agree	24%	8%
Agree	40%	20%
Neutral	20%	16%
Disagree	11%	40%
Strongly Disagree	6%	16%

Now, by employing intersectionality, we can look at how race and gender identities intersect in the workplace.

Our data shows that white men are most likely to feel a sense of belonging in the workplace — 63 percent of white men agree with the statement, “I feel comfortable being my authentic self at work” while just 12 percent disagree.





SECTION V

While 63 percent of white women also agree with that statement, a larger percentage disagree. Compared to 12 percent of white men, 23 percent of white women are not comfortable being their authentic selves at work.

This sentiment changes drastically for Black employees. Just 36 percent of Black men feel they can be themselves at work, compared to over half (55 percent) who do not. Black women fare even worse: only 21 percent of Black women agree with the statement, while 57 percent disagree.

I feel comfortable being my authentic self at work.	Percent of Black Women Respondents	Percent of Black Men Respondents	Percent of White Women Respondents	Percent of White Men Respondents
Strongly Agree	14%	0%	23%	24%
Agree	7%	36%	40%	39%
Neutral	21%	9%	15%	24%
Disagree	43%	36%	13%	10%
Strongly Disagree	14%	18%	10%	2%

As you can see, **an employee's sense of belonging in the workplace varies based on their race and gender identity.** This is just one example of how identities intersect with one another, which is why intersectionality is vital to identify gaps and create solutions for a more inclusive workplace.

CONCLUSION

Key Findings

By now you should have a solid understanding of DEI within the tech industry — the current state as well as its progress and shortcomings. However, let's review some key findings.



1. Employees Value DEI.

Several findings suggest that strong DEI initiatives are essential to attracting and retaining employees. Not only will employees seek out information about a company's diversity initiatives and metrics when hunting for jobs, but they will be more loyal to employers if DEI efforts improve.

2. Tech Is Making Progress.

Despite the large areas for improvement, the tech industry and its people have made significant strides toward creating more diverse, equitable and inclusive workplaces. 2020 alone provided a substantial push in the right direction, with commitments and plans for 2021 continuing on this trend.

3. A Lack of Diversity Is Prevalent Across the Industry, But Worse Among Leadership.

Our research shows that while there is a pervasive problem with regards to representation on the whole, the problem grows higher up the chain of command. Because leadership sets the tone for the entire organization, it's vital that C-suites and leadership teams be diverse. Equitable initiatives and inclusive cultures can provide BIPOC employees with leadership opportunities.

4. Discrimination Is Widespread.

A majority of the tech industry reports having experienced some form of workplace discrimination based on their identity. To make matters worse, discrimination is more prevalent among marginalized and underrepresented groups, who struggle to establish a sense of belonging in the workplace to begin with.

5. People Experience the Workplace Differently.

From equitable practices to culture readings, employees perceive the workplace differently, which drastically impacts their sense of belonging. BIPOC employees are more likely to report anti-inclusive sentiments, while white men appear to "belong" naturally. This indicates that, despite efforts, the workplace still caters to the majority.

EDUCATION

Additional Resources

While 2020 was a year of progress, there is still much work to do. We encourage you to take these learnings to your teams, colleagues and peers, ready to start a dialogue and take action.

To learn more about diversity, equity and inclusion, check out these resources:

Articles

- **HBR:** *How Businesses Must Take Meaningful Action Against Racism*
- **HBR article series:** *Toward a Racially Just Workplace*
- *Who Gets to Be Afraid in America?* **by Ibram X. Kendi**
- *The Intersectionality Wars* **by Jane Coaston**
- *97 Things White People Can do for Racial Justice* **by Corinne Shutack**
- **Advice from Dr. Erin L Thomas:** *Active Anti Racist Corporate Commitments to Consider*
- *How to Be an Ally if You Are a Person with Privilege* **by Frances E. Kendall**
- *10 Steps to Non-Optical Allyship* **by @mireillecharper**
- *White Privilege: Unpacking the Invisible Backpack* **by Peggy McIntosh**
- *How White People Can Be Better Allies to the Black Community* **by Jackie Saffert**
- *How to Manage Your Team in Times of Political Trauma* **by Michelle Kim**
- **Refinery29:** *Your Black Colleagues May Look Like They're Okay — Chances Are They're Not*
- *The Shooting Of Black Americans Started Long Before The Looting* **by Taryn Finley**
- *What We Get Wrong About 'People of Color'* **by Jason Parham**
- *How "People of Color" Evolved From A Gesture of Solidarity and Respect to A Cover for Avoiding the Complexities of Race* **by Rachelle Hampton**
- *Why We Need to Stop Saying 'People of Color' When We Mean 'Black People'* **by Joshua Adams**

Books

- *Caste: The Origins of Our Discontents* by **Isabel Wilkerson**
- *Hood Feminism: Notes from the Women That a Movement Forgot* by **Mikki Kendall**
- *White Fragility: Why It's So Hard for White People to Talk About Racism* by **Robin DiAngelo**
- *How to Be Anti-Racist* by **Ibram X. Kendi**
- *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor* by **Layla F. Saad**
- *Race, Work and Leadership: New Perspectives on the Black Experience* **HBR compilation of essays** that examines how race matters in people's experience of work and leadership.
- *The Person You Mean to Be: How Good People Fight Bias* by **Dolly Chugh**
- *So You Want to Talk About Race* by **Ijeoma Oluo**
- *Courageous Conversations About Race* by **Glenn E. Singleton**
- *Seeing White* — A 14-part documentary series by **Scene on Radio host and producer John Biewen**, looks at the racial structures of America, focusing on dissecting the oppressors rather than the oppressed.

Podcasts

- **Pod Save the People** organizer and activist DeRay Mckesson explores news, culture, social justice, and politics with fellow activists Brittany Packnett Cunningham and Sam Sinyangwe, and writer Dr. Clint Smith.
- **Code Switch** Hosted by journalists of color, this NPR podcast tackles the subject of race head-on. It explores how race impacts every part of society — from politics and pop culture to history, sports and everything in between. This podcast makes ALL OF US part of the conversation — because we're all part of the story.
- **The 1619 Project** is a New York Times audio series, hosted by Nikole Hannah-Jones, that examines the long shadow of American slavery.

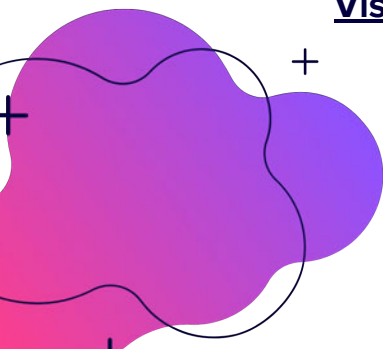
Websites, Toolkits & Resource Lists

- [Talking about Race](#) web portal from the **Smithsonian National Museum of African American History and Culture**
- **Barack Obama's** [blog post](#), [toolkit](#), and [ways to get involved](#)
- **Community Tool Box:** [Learning to be an Ally for People From Diverse Groups and Backgrounds](#)
- **Instagram:** [How to be actively Anti-Racist](#)
- **New York Times:** [An Antiracist Reading List](#)
- **Google Doc:** [Anti-Racism Resources for White People](#)
- [How to Be A Strong White Ally](#)
- [Why is this Happening?](#) **100 Year Hoodie's** list of resources to educate
- **Tayo Rockson's** [Things to do to Support Black Lives & Protestors](#)
- [Guide to Allyship:](#) An evolving **open-source guide created by Amélie Lamont** to help you become a more thoughtful and effective ally

Committed to telling stories that matter.

We understand that the content we produce and stories we cover have an important impact on the tech industry. At Built In, we actively seek out ways to further the conversation about racial injustices in the workplace, offer solutions and hold ourselves accountable. **We believe that, as a people united in tech, we can make a difference.**

[Visit our website](#) for the latest resources and stories about DEI in tech.



United We Tech.

Built In helps tech professionals stay on top of trends and news, expand their networks and carve out futures at companies they believe in.



Let's work together.

Get in touch with our team.

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