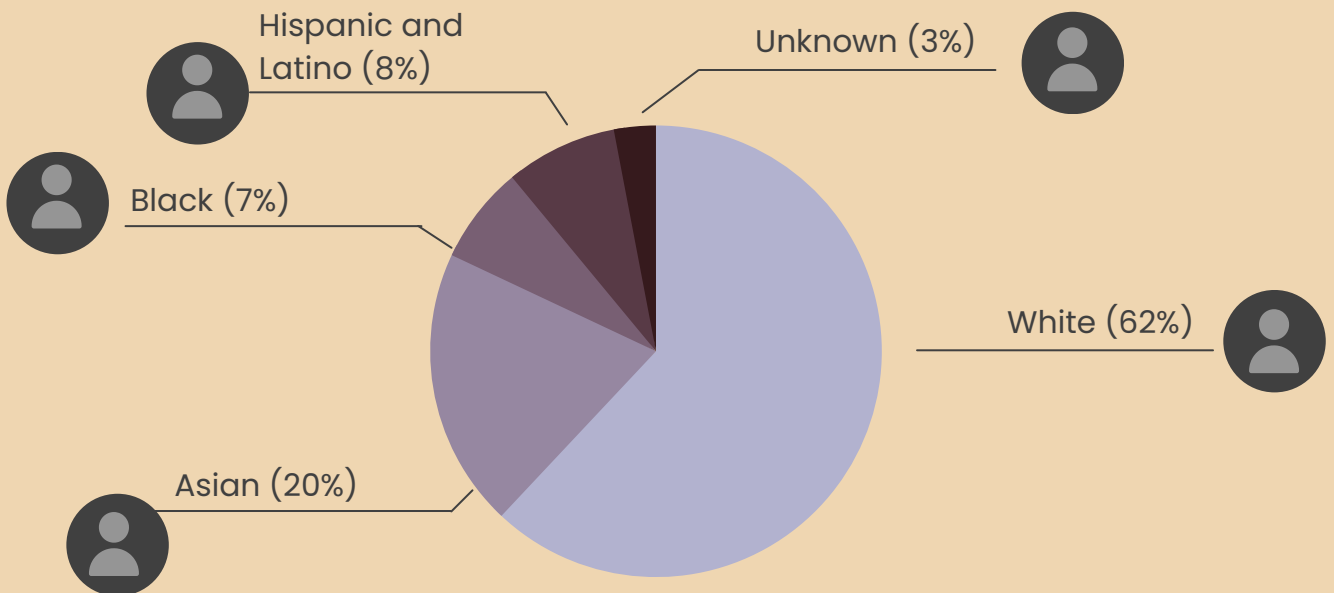THE STATE OF DIVERSITY AND INCLUSION IN THE

Tech Industry

Disparities in the United States tech sector were already prevalent prior to the recent notable layoffs within the industry.

DATA 1

U.S. High Tech Labor Force by Race and Ethnicity (2022)

Hispanic and Latino (8%)

Unknown (3%)

Black (7%)

White (62%)

Asian (20%)

DATA 2

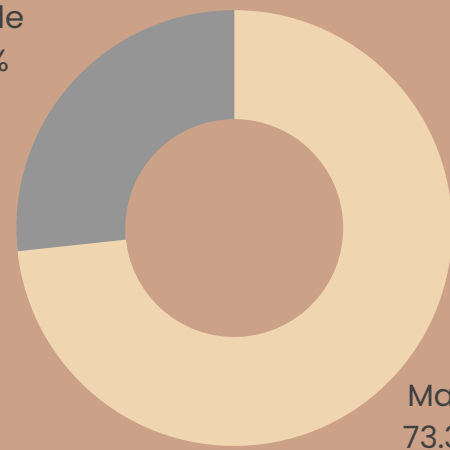The U.S. Tech Industry accounts for over

10%

OF THE TOTAL U.S GDP (2022)

DATA 3

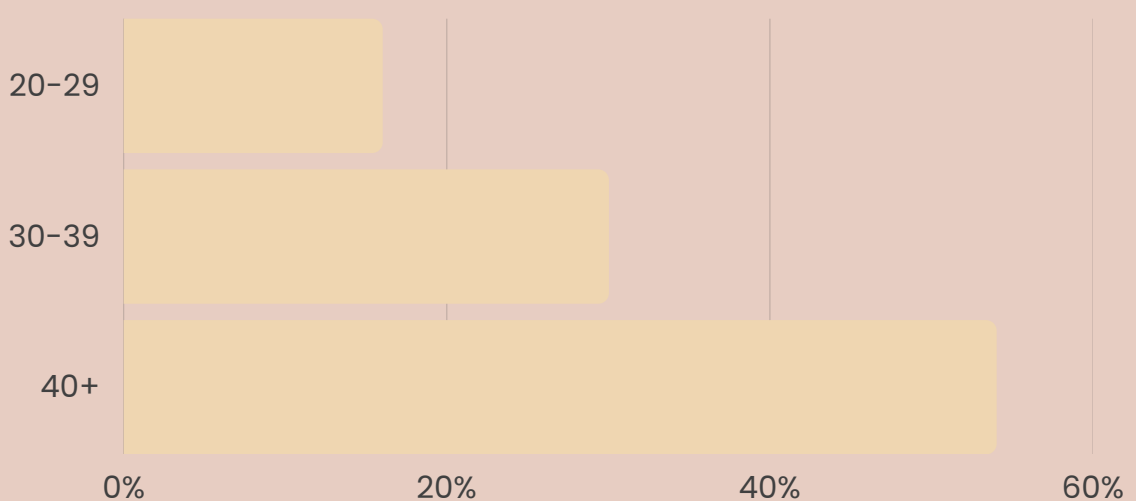### Gender Diversity in Tech in the U.S. (2022)

Female 26.7%

Male 73.3%

DATA 4

Global Tech Industry Distribution

North America – 35%
Asia – 32%
Europe – 22%
Latin America – 6%
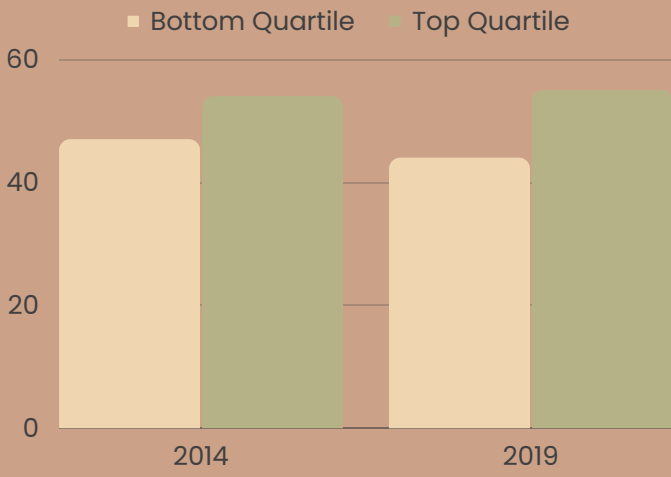Africa – 5%

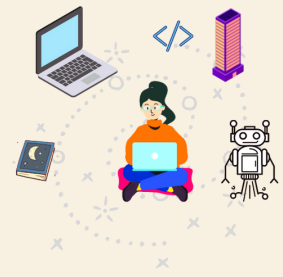## DATA 5

U.S. Tech Industry Employment by Age (2022)

Age				
20–29				
30–39				
40+				
0%	20%	40%	60%	

Silicon Valley Inclusion Collective

Tech Industry

The Business Case for Diversity in Executive Teams

DATA 6

By Gender Diversity

- Bottom Quartile
- Top Quartile

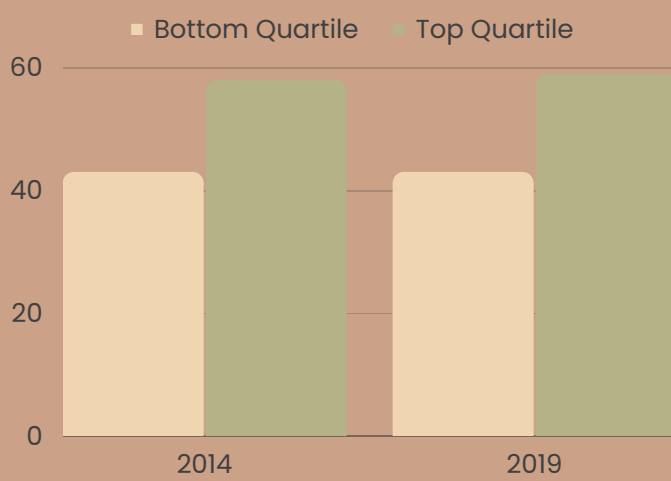|	2014	2019

Top quartile companies for gender diversity on executive teams were **25%** more likely to have **above average profitability** than companies in the fourth quartile.
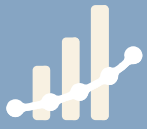
DATA 7

By Ethnic and Cultural Diversity

- Bottom Quartile
- Top Quartile

	2014	2019

Top quartile companies for ethnic and cultural diversity on executive teams outperformed those in the fourth one by **36% on profitability**.

DATA 8

Key Metrics

$15.4 billion — Global Market for Diversity and Inclusion Reach by 2026

12.6% — Compound Annual Growth Rate

2.5x — Higher Cash Flow per Employee

35% — More productive when teams are more inclusive

90% — Growth in need for tech skills within next 15 years

DATA 9

MASSIVE Need for Improvement Within the Industry

Only <u>29%</u> of software and tech employers are prioritizing DEI initiatives this year. <u>39%</u> hope to achieve their DEI goals within the next two years. (2023)