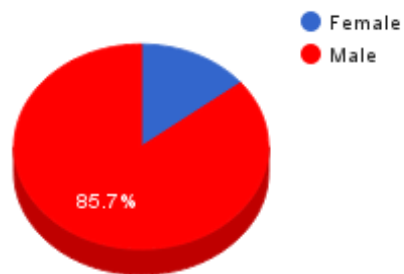
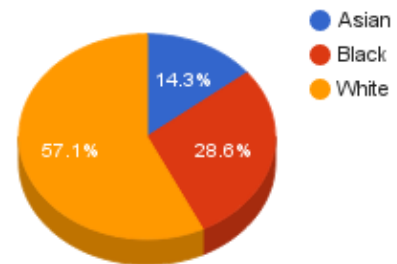


Workforce Diversity

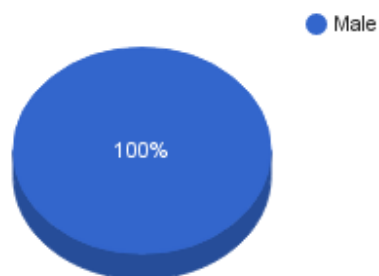
Overall by Gender



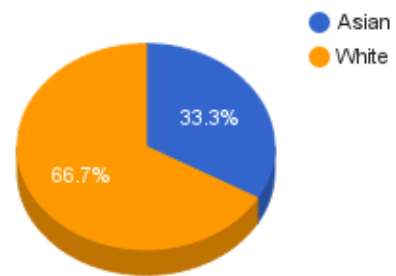
Overall by Ethnicity



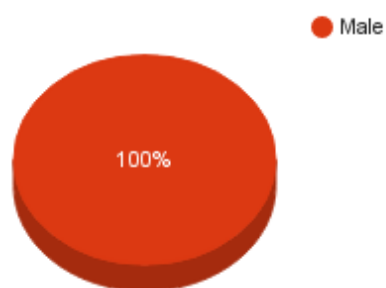
Leadership by Gender



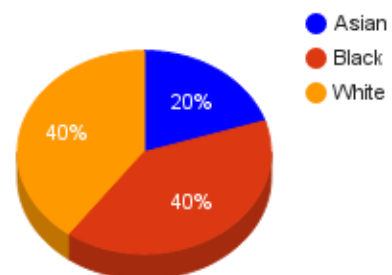
Leadership by Ethnicity



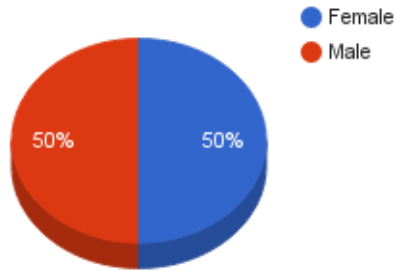
Tech by Gender



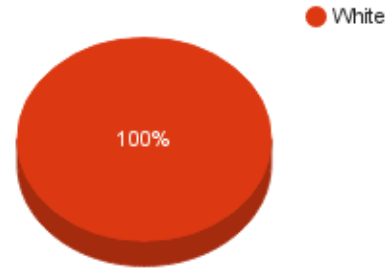
Tech by Ethnicity



Non-Tech by Gender



Non-Tech by Ethnicity



A Note Regarding "Ethnicity" Classifications

Ethnicity in this report refers to the EEO-1 categories which we know are imperfect categorizations of race and ethnicity, but reflect the US government reporting requirements.

We're Doing This Voluntarily Because We Care

US Federal law requires that companies greater than 100 employees have to report on these stats, but there is no requirement to disclose this information. We are voluntarily reporting and publishing ours. We're doing this because we want to proactively drive ourselves and our society forward.

Resources

Share Holder Value

- [McKinsey: Is there a payoff from top-team diversity?](#)
- [Financial Times: The evidence is growing – there really is a business case for diversity](#)
- [Gallup: The Business Benefits of Gender Diversity](#)

Working on Hidden Biases

- [TED Talk: Vernā Myers: "How to overcome our biases? Walk boldly toward them."](#)

Tech Companies That Are Publicly Posting Diversity Stats

- [Google](#)
- [LinkedIn](#)
- [Apple](#)
- [Yahoo](#)