



Dice Diversity and Inclusion Report 2018

Analyzing Trends and Understanding Challenges
for Today's Tech Professionals



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Diversity & Inclusiveness in Tech

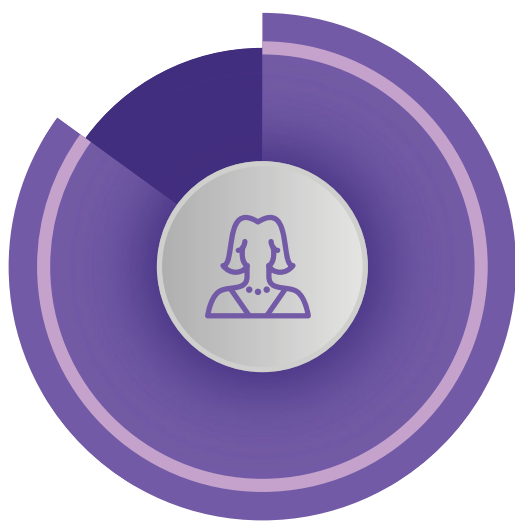
Dice's new Diversity and Inclusion Survey finds that discrimination and bias are still major problems in the tech industry, particularly as inclusiveness relates to gender. Despite the #MeToo movement and other recent pushes for equality, 85 percent of women and 62 percent of men believe gender discrimination exists in tech.

Diversity and Inclusiveness (D&I) are more than industry buzzwords or the topic of the week. Building a diverse and inclusive workforce within companies and across the tech industry leads to more innovation and a better bottom line. When a balance of all

genders, ages, ethnicities and socioeconomic backgrounds are at the table, the perspectives and creativity gained can make the difference between winning and losing in the market. But recruiting a diverse workforce takes an informed and intentional approach.

Gender Discrimination

Does gender discrimination exist in the tech industry?



85%



Women believe gender discrimination exists in the tech industry



62%



Men believe gender discrimination exists in the tech industry

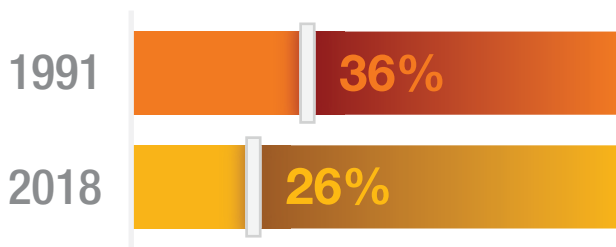
The experience for different genders, minorities and generations in tech varies quite a bit.

According to the [National Association of Women in Technology](#), women hold just 26 percent of computing roles, down from 36 percent at its peak in 1991. And [Ernst and Young](#) reports that only 11 percent of girls have plans to pursue STEM careers in the future. Creating an inclusive environment that attracts and retains female talent to technology may be the biggest recruiting challenge - and opportunity - of this decade.

And while just [5 percent](#) of the U.S. adult population identifies as LGBTQ, most estimates indicate that tech hubs like San Francisco and Seattle are home to larger than average

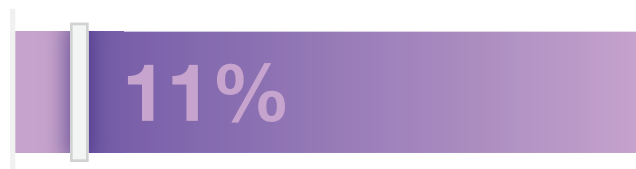
Women in Technology

Women in computing roles



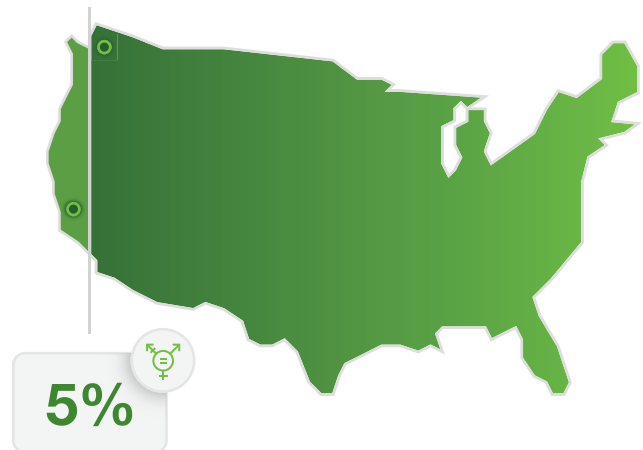
National Association of Women in Technology

Girls planning to pursue **STEM** careers



Ernst & Young

U.S. LGBTQ Adult Population



LGBTQ communities. These are talent pools that demand attention and companies that spotlight these individuals, understand their experiences and create an inclusive work environment will come ahead with a more diverse, vibrant workforce.

But it's also important to look at D&I as it relates to age and political affiliation. [Ageism in tech appears rampant](#) regardless of city or region but diversity in age can open doors to new skill sets, mentoring opportunities and faster technology integration in the workplace. Understanding these benefits and hiring across generations – from Gen Z to Baby Boomers – is a key business strategy for success. Furthermore, creating a workplace and industry that supports freedom to express a diverse range of political views contributes to an inclusive culture.

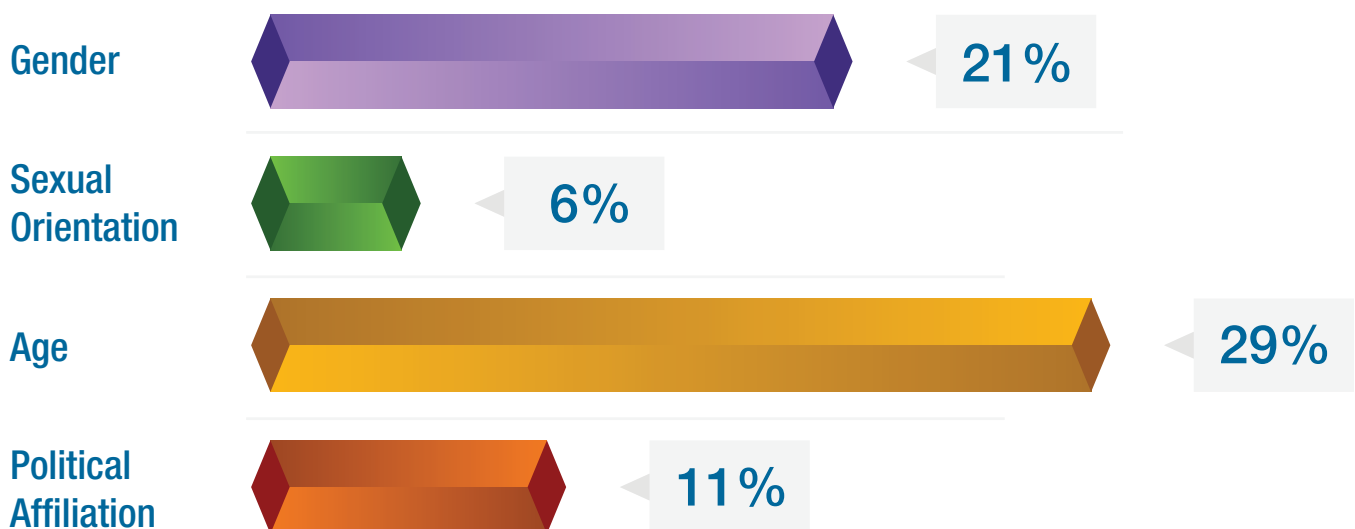
Understanding the experiences of everyone in tech can help inform the ways employers recruit candidates for the highest productivity, biggest business returns, deepest innovations and best workplaces.

Changing Culture, Attracting and Retaining the Best Talent

Overall, survey respondents in the Dice Diversity Survey and Report have experienced or witnessed discrimination based on gender (21%), sexual orientation (6%), age (29%) and/or political affiliation (11%), among other areas of inequity. The good news is the culture in tech has begun to shift. Just a few years ago, the images associated with tech were narrowly focused on one demographic – young, white men. But in recent years and even months, we’re seeing stories about women and other minorities that aim to represent a more diverse population in tech.

Diversity & Discrimination

Tech pros that have experienced or witnessed discrimination at their current or most recent employer



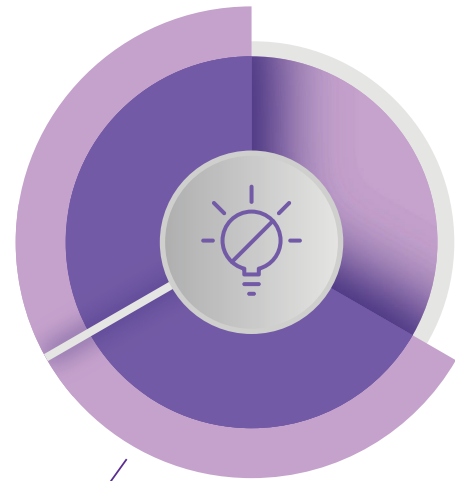
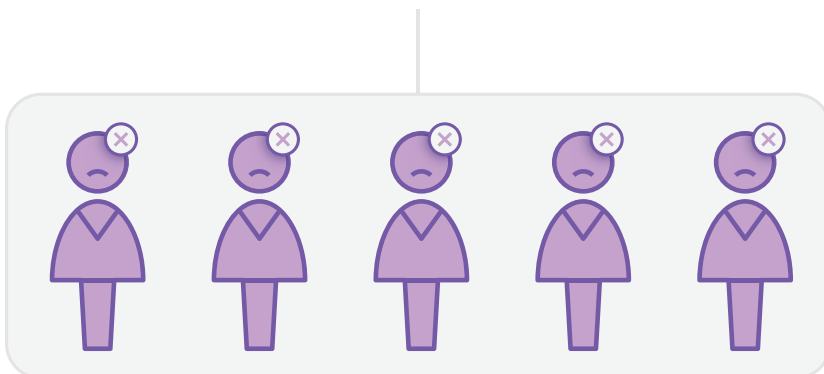


Women in Tech

Nearly two-thirds (62%) of U.S. women in tech say they've had their ideas ignored in meetings until a man repeats them. More than half also say they've been talked over/interrupted in a meeting and have been assigned low-level tasks in their groups. More than a third of women say their appearance has been inappropriately commented on and 11 percent have been told they got their job because of their gender.

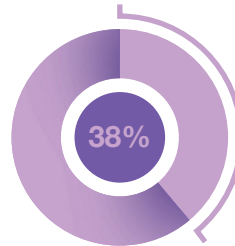
It quickly becomes clear why recruiting and retaining women in tech has become so difficult. Our survey found that more than half of women believe bias exists in their companies. This underscores an opportunity to build an inclusive environment that acknowledges their contributions, ultimately leading to retention.

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2/3

U.S. women reported having their ideas ignored until repeated by men



Said their appearance was inappropriately commented on

11%

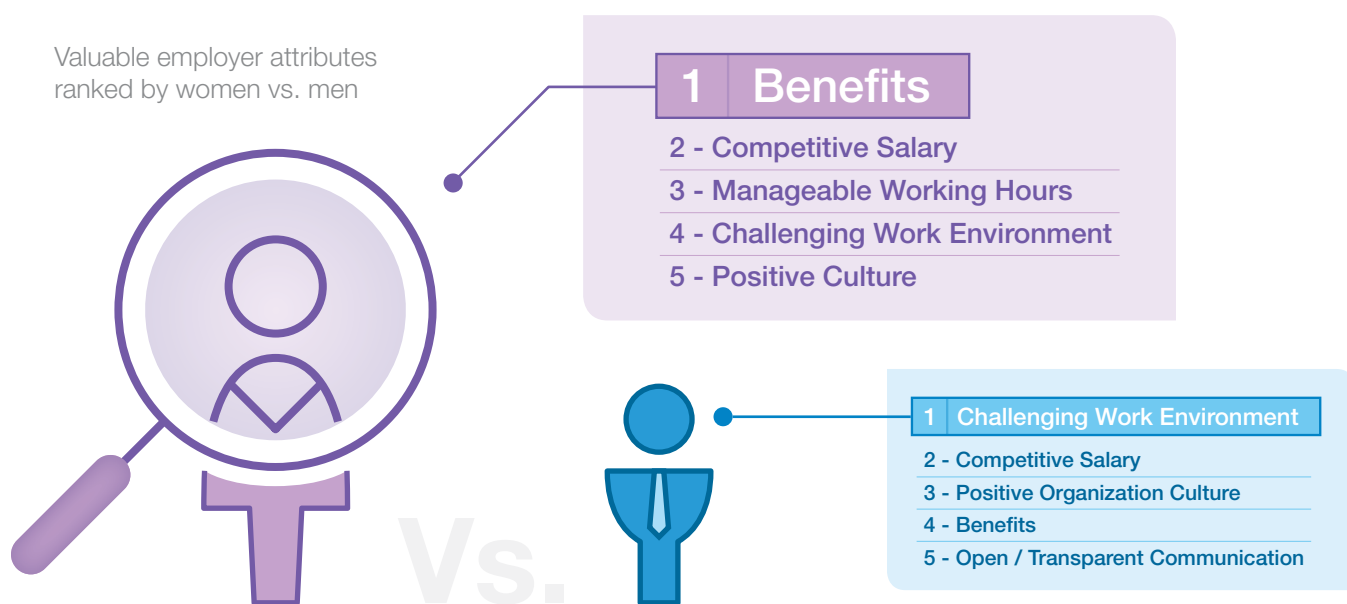
Women were told their job was obtained because of their gender



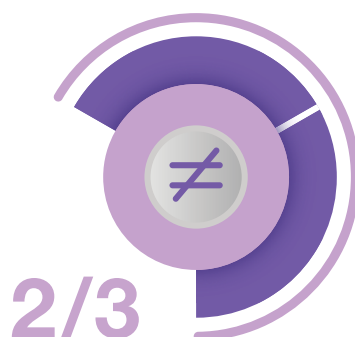
When recruiting women, it's important to understand their differences from male recruits. Dice's most recent [Ideal Employer](#) data shows that women value benefits above all else when considering a job offer, while men rank benefits fourth.

Women also want to see more women in leadership positions. Young women especially

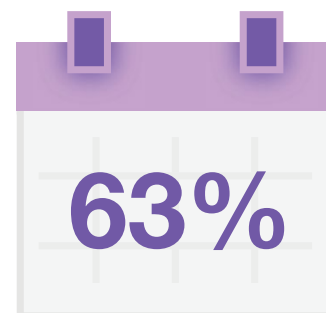
are looking to leadership teams to see other female professionals so they can understand the path to those positions. Two-thirds of the U.S. women surveyed feel female employees are not equally represented at senior levels within their current or most recent employers. And unfortunately, 63 percent of women think nothing will change this calendar year.



Women want to see more women in leadership roles to understand the path to those positions



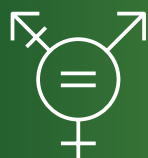
Women believe female employees are not equally represented at senior levels



Women think nothing will change this calendar year



With 40 percent of women reporting that they have experienced discrimination at their current or most recent employers, it's clear that this could be a major hurdle to finding and sustaining the best female talent in tech. Not only could employers lose the female talent they currently have, but they risk recruiting future talent.



LGBTQ in Tech

Only 62 percent of LGBTQ-identified people are comfortable discussing their sexual orientation versus 90 percent of heterosexuals.

Those who identify as heterosexual don't see much bias against the LGBTQ community, but those in it disagree. 40 percent of the LGBTQ cohort feels sexual orientation discrimination exists, while just 15 percent of heterosexuals feel the same. However, when asked how likely they are to report discrimination in this area, 71 percent of heterosexuals said they'd step up, underscoring the role of advocates and allies in the workplace.



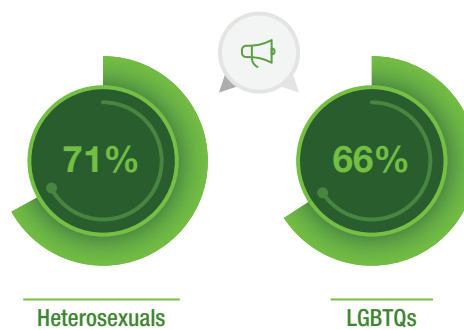
40%

LGBTQ individuals believe sexual orientation discrimination exists in the workplace

15%

Heterosexuals feel the same

How likely are employees to report discrimination in this area?



Heterosexuals

LGBTQs

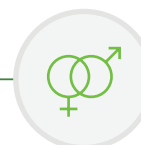


Feel comfortable discussing their sexual orientation at work




LGBTQs

62%



Heterosexuals

90%



Discrimination against individuals who identify as **LGBTQ** still exists in **tech** today. And when you combine this with gender, age and other forms of bias, there's a deeply detrimental effect. Employers must do more to **stop discrimination** and **support inclusivity**, making sure everyone's voice is not just heard, but valued.

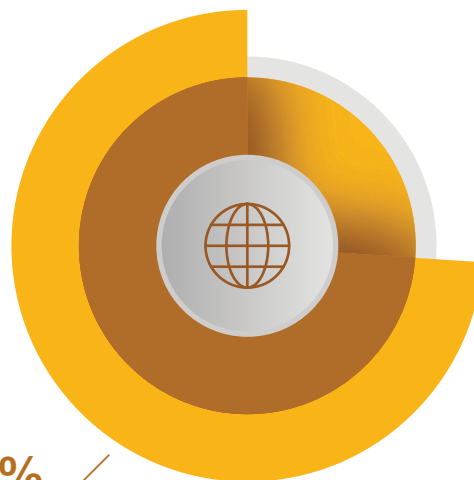




Ageism in Tech

Ageism in tech is clearly an issue, with 76 percent of all respondents saying it exists in their industry. Not surprisingly, Baby Boomers sense they're most at-risk, with 68 percent feeling discouraged to apply due to their age versus 40 percent of Gen Xers and only 31 percent of Millennials. Further, one in every four Boomers reports having been refused a promotion solely because of their age.

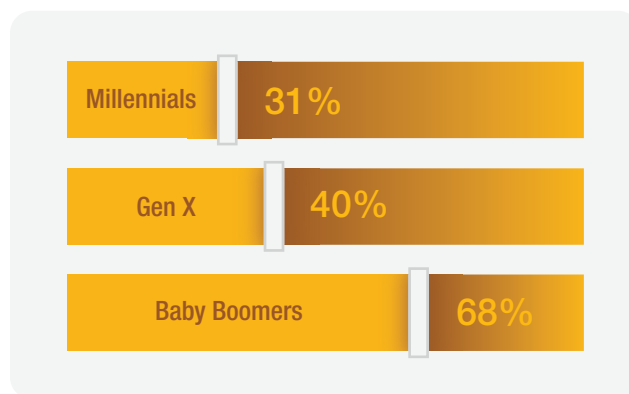
As you'd expect, the apprehension about age being a barrier to getting a new job is relatively low between ages 30-35, with only 23 percent concerned. But that fear doubles once tech pros hit the ages 36-39 and nearly doubles again once tech pros turn 46-49. Surprisingly, men report concern at an earlier age, but women catch up and feel equally at-risk by the age of 50.



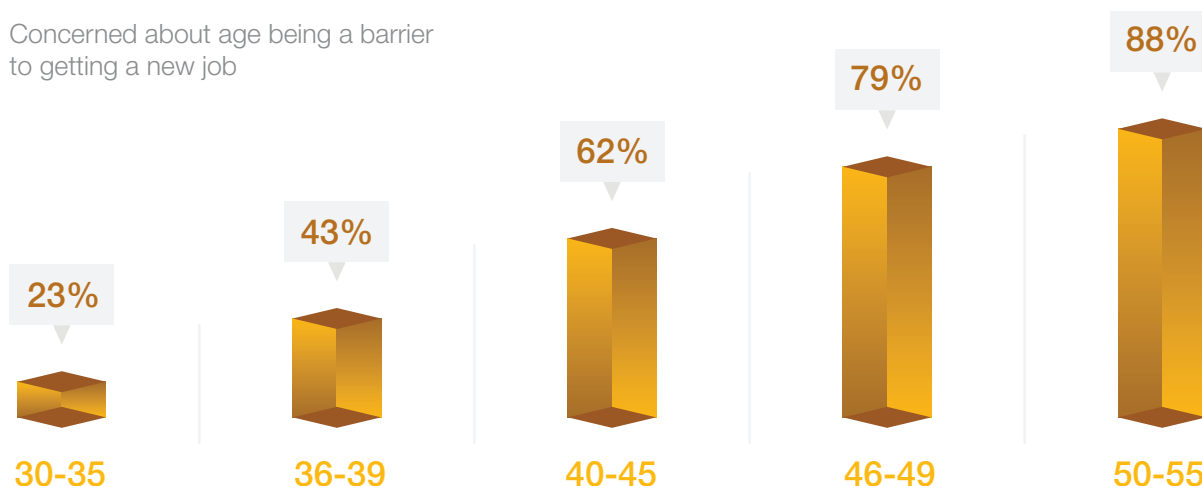
76%

Respondents say ageism exists in tech globally

Feel discouraged applying for jobs due to their age



Concerned about age being a barrier to getting a new job





Age has been said to be in the **"silent career killer"** in the **tech industry.** But employers must realize that diversity of thought – as well as experience – is critical for all organizations to thrive.

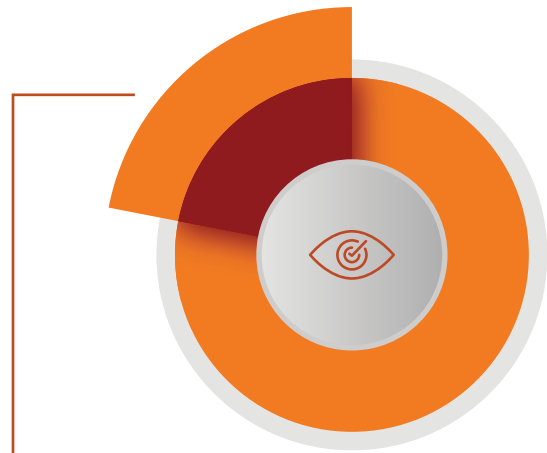




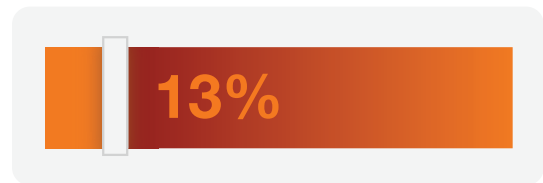
Political Affiliation in Tech

In the United States, though 22 percent of individuals in tech report that politics are a part of corporate culture, some report feeling targeted or excluded due to their political views and lawsuits have even been filed in this area. For example, 13 percent of respondents believe alternative views that don't align with a company's culture are suppressed or mocked.

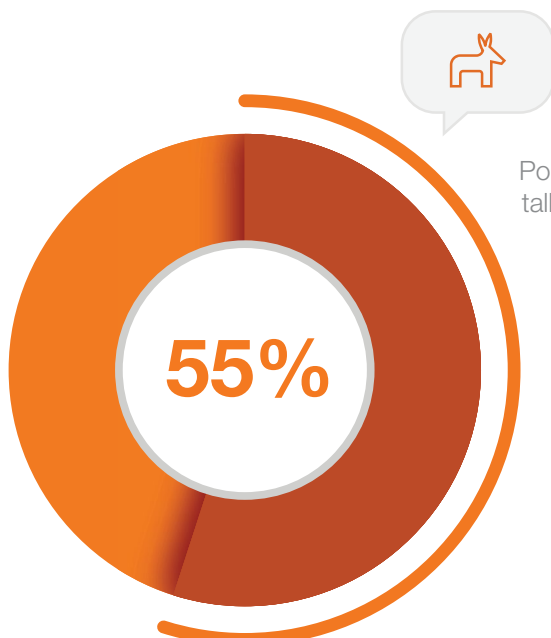
Only 15 percent of democrats and 18 percent of republicans believe that if their political views align with their company culture, they can freely discuss their political views at work.



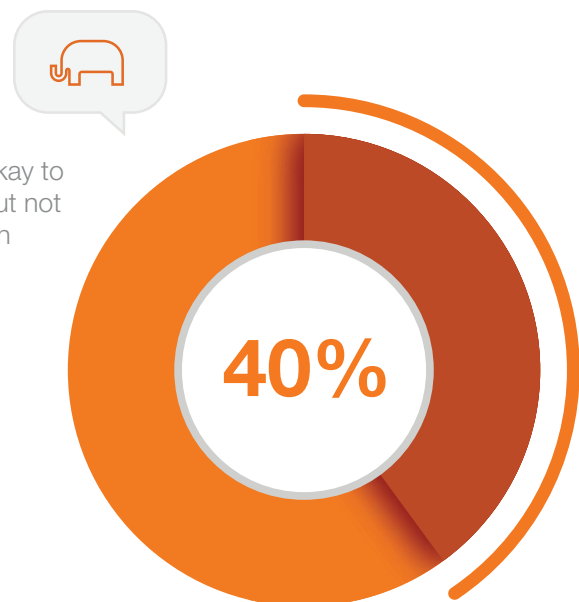
22% Reported politics are part of corporate culture



Have felt suppressed by alternative views that don't align with company culture



Democrats



Republicans

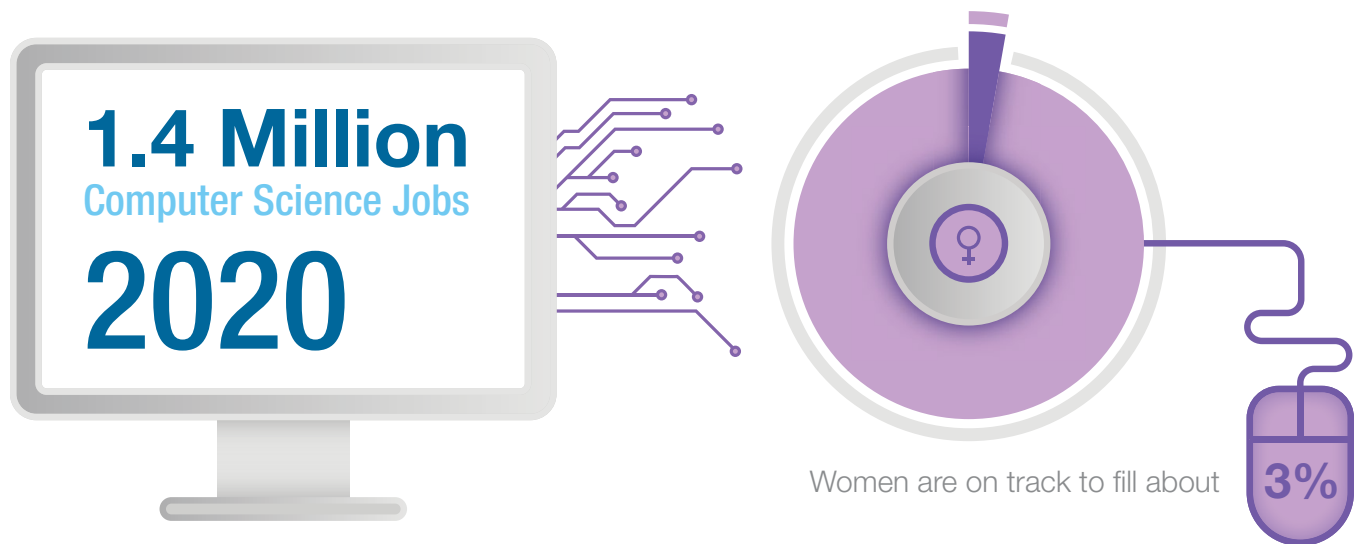
Politics are okay to talk about, but not too much



Companies that champion inclusivity and tolerance should also **prioritize** making sure all **political voices feel welcome** – Democrat, Republican, Libertarian, etc.



The Pipeline Reality



According to Girls Who Code CEO Reshma Saujani

As the tech industry continues to grow rapidly, in order to keep up with the demand for jobs, it is paramount that inclusivity be kept top of mind so as not to exclude potential talent from the pool. This is also why we see increases in training programs and a transformation taking place in both high schools and higher education. And it's also why tapping into the largest talent pool possible, across genders, ages and ethnicities is more critical than ever.

Within the existing pipeline, though, we must keep women and minorities engaged so that

they contribute to this huge demand instead of pursuing careers in other fields. The tech industry is depending on everyone to build the future. However, according to Girls Who Code, women are on track to fill just 3 percent of all computer science jobs in the U.S. by 2020.

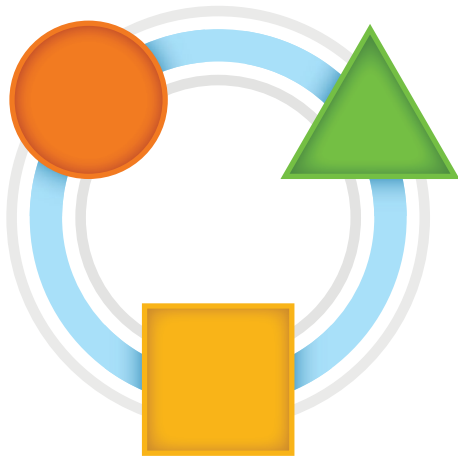
Also important to note, when discrimination is witnessed at work, employees are far less likely to refer friends and colleagues to the company. In fact, referrals are cut by a quarter when they witness this behavior in the workplace.



Fifty-nine percent of women and 79 percent of men would recommend their current employer, but only 42 percent of women and 58 percent of men would still recommend if they've seen discrimination.

Building a Diverse Workforce

It's clearly not easy to build a diverse workforce. But by understanding the experiences of minorities in tech, we can begin to devise strategies that will attract and retain the best talent, leading to a more inclusive workplace and industry. Exactly how employers define diversity and inclusion will differ, but the first step should be identifying what diversity and inclusion means to them.



The next step is to show and tell. Employers that demonstrate they place a value on competitive salary, pay transparency, manageable working hours, a challenging work environment, mentorship opportunities

and promoting diverse talent into senior-level positions will stand out among the rest.

Pro tip for employers who feel paralyzed by where to begin if a D&I program isn't in place at their organization or feel too small to get one off the ground – it starts in the recruiting process. Use diverse talent to recruit diverse talent. If you don't have diverse talent, start at step one.

Overall, employers and recruiters who are intentional about culture, inclusivity and diversity at every level of an organization will attract the best and brightest talent from every background. And those are the standouts that will innovate and build the future.



Tech pros believe a diverse workforce can lead to more dynamic team culture and increase creativity. They are looking to join companies that already exhibit these attributes, so it's critical to do the work now to attract the best from this talent pool.

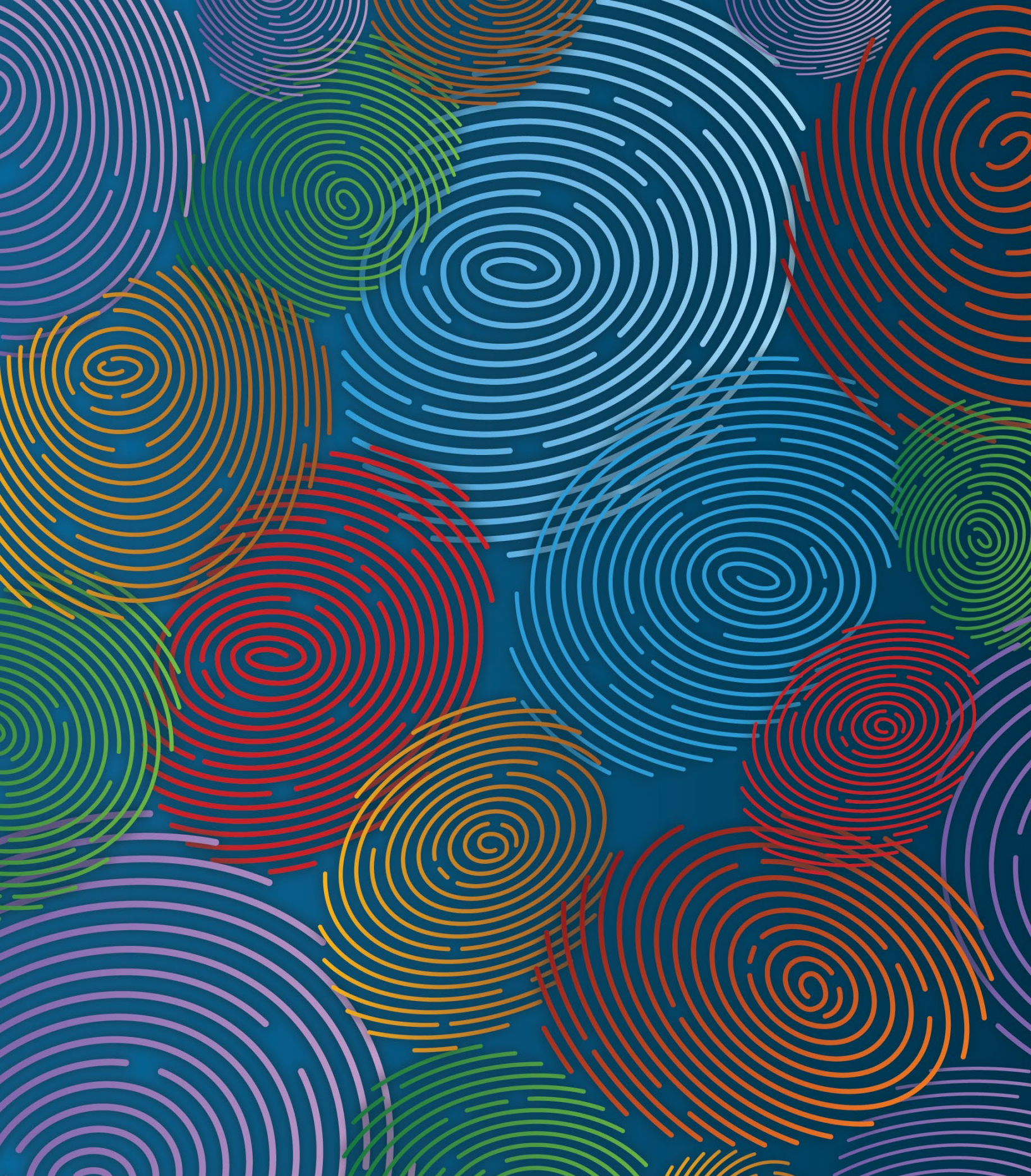


Methodology

From February 13 to March 30, 2018, Dice surveyed U.S. and U.K. registered users and visitors of Dice and eFinancialCareers. A total of 3,993 professionals responded, with more than 1,200 men and 500 women completing the entire survey. Of those who completed the entire survey, more than 500 identified as Gen-X and 400 as Millennials.

About Dice

Dice is a leading tech career hub connecting employers with skilled technology professionals and providing tech professionals with career opportunities, data, insights and advice. Established in 1990, Dice began as one of the first career sites and today provides a comprehensive suite of recruiting solutions, empowering companies and recruiters to make informed hiring decisions. Dice serves multiple markets throughout North America and Europe. www.dice.com, [Twitter](#), [Facebook](#). Dice is a DHI Group, Inc. (NYSE:DHX) service.



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