



State of Diversity and Inclusion in Global Tech



2018 Report

Background

The tech industry is supposed to be a beacon of innovation, agility, and disruption. It's producing world-changing technology to push the limits of human knowledge and experience. And yet, it continues to fall short in advancing one very important area: diversity and inclusion (D&I). Our recent [State of Diversity in Tech report](#) explores year-over-year data for Silicon Valley and the United States, and revealed some worrisome trends. Fewer people are making an effort to improve D&I, despite the fact that underrepresentation, a lack of belonging, and lower retention persists for those from underrepresented groups.

Now, new global research shows these issues are not endemic to the U.S. In fact, they are even worse in some countries.

We worked with Market Cube in January 2018 to survey tech workers from Australia, Brazil, France, India, Philippines, and the United Kingdom to understand how D&I is playing out in their companies. Similar to the U.S., the data shows we've succeeded in raising awareness and spurring efforts to improve D&I, but we've yet to affect lasting behavioral and cultural change. Many people say no improvements are needed, despite the fact little progress has been made, which suggests there's a serious perception gap between what people think diversity means and what progress really looks like.

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

Sample size by country/region:

USA: 1,500

Silicon Valley: 400

Brazil: 300

UK: 500

France: 300

India: 500

Australia: 200

Philippines: 100

Global data summary

Individuals and companies believe diversity is important

Roughly 80% of global respondents agree diversity is important and improves outcomes.

Across geographies:

84% believe working on a diverse team is valuable

82% care their company invests in diversity and inclusion

79% believe diverse teams produce better business outcomes

See Appendix:

Chart 1, Respondents who agree with statements about D&I

People are Taking Action

Companies and individuals are taking steps to improve diversity and inclusion.

Percentage of global respondents that say their company:

48% has a formal D&I program

63% has hiring initiatives

60% focuses on team diversity and inclusion

See Appendix:

Chart 2, Company actions in the last 12 months

Percentage of global respondents that say they:

40% participated in a discussion about diversity in tech

36% took part in a diversity working group

46% learned more about experiences of colleagues different from themselves

See Appendix:

Chart 3, Individual actions in the last 12 months

But...the perception gap persists

The industry is still struggling with a lack of representation, retention and belonging among underrepresented groups.

Percentage of global respondents who report seeing:

29% Increased sense of belonging for underrepresented minorities

22% Greater retention of underrepresented minorities

27% Increased number of underrepresented minorities

See Appendix:

Chart 4, Underrepresented groups lack representation, retention, and sense of belonging

And yet, roughly half of global respondents feel their company needs no improvement in the following areas:

45% Neurodiversity and/or Autism

47% Disability Status

48% Gender

49% Race/Ethnicity

52% Age

57% Sexual Orientation

61% Military Status

This disconnect suggests people still don't understand what "diversity and inclusion" really means, or what progress looks like.

See Appendix:

Chart 5, Respondents who give an "A" grade for diversity and inclusion

Chart 6, Respondents who believe company needs no improvement in the following areas

Chart 7, Respondents who believe diversity already exists

Chart 8, Respondents report having one or more of the following identities on their primary team

Chart 9, Respondents who say the following groups are part of diversity

Appendix

Chart 1

Respondents who agree with statements about D&I

Number of respondents (%)

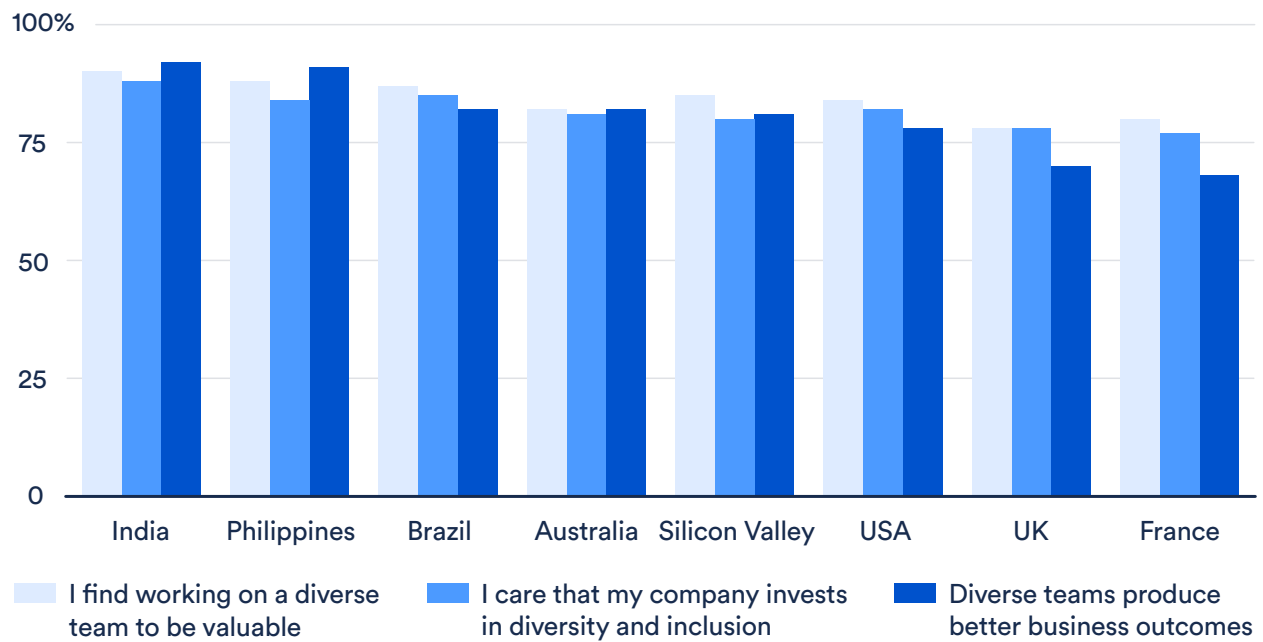


Chart 2

Company actions in the last 12 months

Statement	Country/Region Number of respondents (%)							
	AUS	BRA	FR	IN	PHL	UK	USA	Silicon Valley
Company has a formal D&I program	49%	54%	34%	62%	70%	46%	45%	45%
Increased dialogue about the benefits of diversity	37%	49%	35%	53%	45%	33%	36%	32%
Create partnerships with external groups supporting underrepresented employees	48%	39%	35%	47%	57%	45%	48%	49%
Leadership development for underrepresented employees	57%	45%	41%	49%	56%	51%	54%	50%
Issue a diversity report	52%	38%	44%	51%	60%	59%	50%	49%
Event sponsorships	54%	52%	54%	56%	61%	48%	54%	54%
Forming employee resource group or affinity groups	52%	46%	43%	56%	53%	51%	53%	53%
Create safe spaces for majority groups to talk about diversity	58%	44%	43%	56%	61%	54%	51%	57%
Focus on team diversity and inclusion	65%	58%	57%	59%	60%	63%	61%	60%
Hiring initiatives	64%	62%	62%	60%	69%	63%	64%	63%
Sexual harassment training	32%	39%	30%	40%	25%	30%	43%	43%
Unconscious bias training	17%	40%	26%	26%	27%	16%	18%	19%

Chart 3

Individual actions in the last 12 months

Statement	Country/Region Number of respondents (%)							
	AUS	BRA	FR	IN	PHL	UK	USA	Silicon Valley
Learned more about the experiences of colleagues who are different from me	42%	54%	42%	52%	63%	35%	45%	47%
Positively changed my attitude toward co-workers different from me	36%	45%	25%	55%	66%	28%	37%	39%
Participated in a discussion about diversity in tech	39%	51%	32%	56%	53%	34%	36%	35%
Took part in a diversity working group	37%	44%	24%	55%	46%	30%	33%	32%
Engaged leaders on how to create a more inclusive environment	26%	37%	24%	45%	40%	25%	26%	23%
Participated in a hiring-focused program or event	27%	34%	22%	49%	33%	24%	26%	26%
Participated in an employee resource group	28%	27%	23%	44%	34%	21%	25%	19%
Interrupted bias of exclusive behavior at my company	22%	35%	15%	31%	23%	23%	21%	17%

Chart 4

Underrepresented groups lack representation, retention, and sense of belonging

Respondents were asked, “Thinking of the past 12 months, have you seen any of the following at your company?” Their answers reveal that across geographies, the tech industry is failing to improve representation, retention, and sense of belonging.

Number of respondents (%)

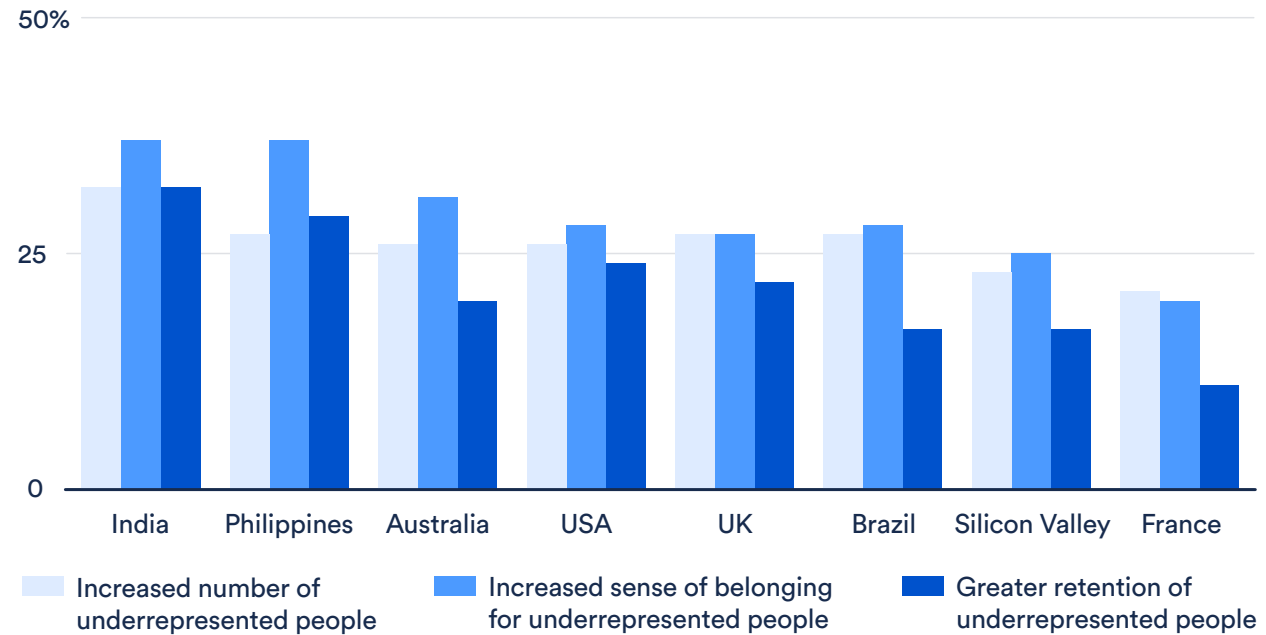


Chart 5

Respondents who give an “A” grade for diversity and inclusion

With the exception of Brazil, less than half of global respondents give an “A” grade (or, highest marks) for D&I to the tech industry, their company, and their team. With the exception of Silicon Valley and the U.S., respondents ranked the tech industry as a whole better than their company.

Number of respondents (%)

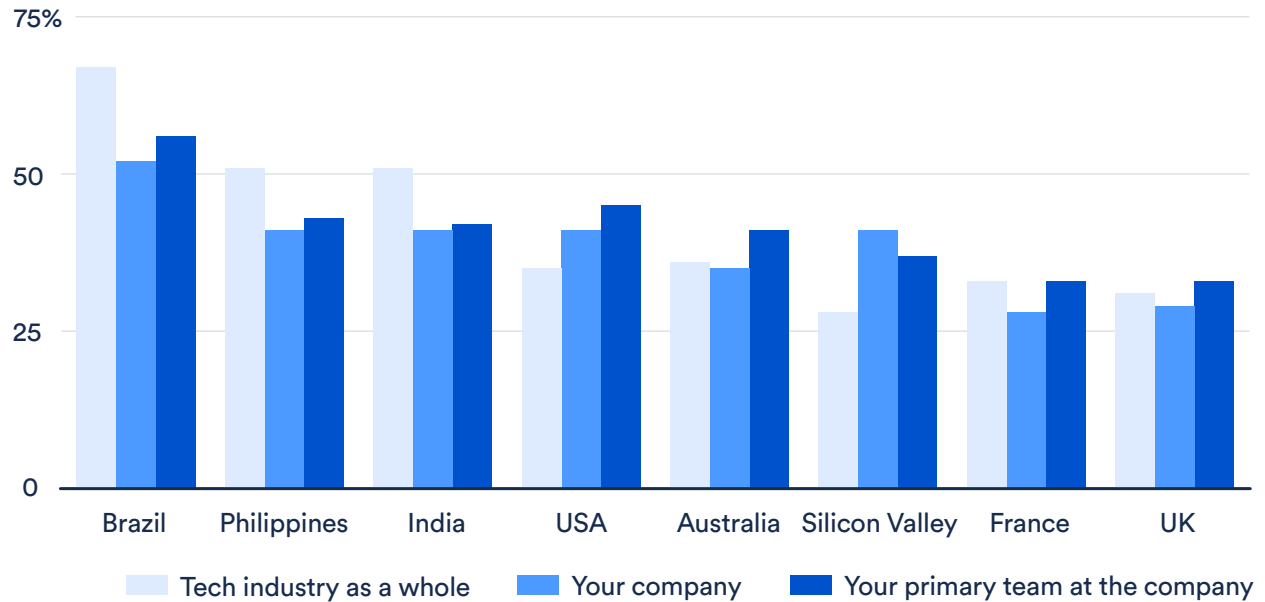


Chart 6

Respondents who believe company needs no improvement in the following areas

And yet, respondents feel that their company needs no improvement in many underrepresented categories.

Statement	Country/Region Number of respondents (%)							
	AUS	BRA	FR	IN	PHL	UK	USA	Silicon Valley
Race/Ethnicity	51%	50%	58%	30%	45%	57%	52%	42%
Gender	50%	45%	51%	41%	61%	52%	51%	41%
Age	57%	46%	49%	40%	47%	55%	59%	47%
Neurodiversity and/or Autism	46%	37%	35%	38%	40%	47%	53%	40%
Disability Status	46%	46%	38%	36%	41%	50%	55%	43%
Sexual Orientation	63%	49%	62%	48%	50%	61%	61%	53%
Military Status	63%	62%	68%	41%	56%	65%	67%	52%

Chart 7

Respondents believe diversity already exists

People routinely overestimate representation, leading to a belief that their team and company are already diverse, and thus, no improvement is needed. Yet in many cases, it is statistically impossible to have one or more of the following identities present on an individual's primary team, given the sample size of the respondents.

Number of respondents (%)

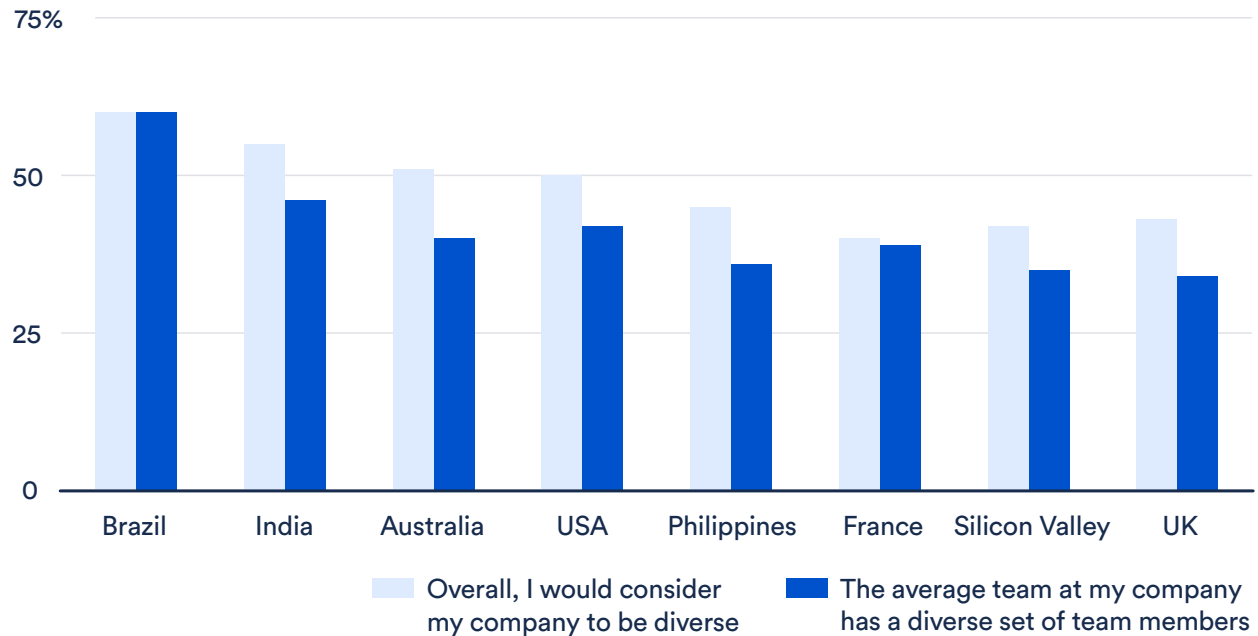


Chart 8

Respondents report having one or more of the following identities on their primary team

For example, BBC News reported that the [2017 census data](#) showed Indigenous peoples made up 2.8% of the population in Australia. And yet, 21% of respondents say that they have a person with this heritage on their primary team. In the United States, 59% respondents say they have a Black or African-American person on their team, yet [reports](#) routinely show that only 2%–3% of U.S. tech workers identify as Black or African-American.

Statement	Country/Region Number of respondents (%)							
	AUS	BRA	FR	IN	PHL	UK	USA	Silicon Valley
Female	72%	75%	55%	67%	68%	73%	75%	75%
LGBTQ	29%	45%	12%	8%	53%	34%	34%	35%
Person with a disability (mental or physical)	21%	31%	20%	29%	20%	29%	23%	21%
Person with Asperger's or Autism Spectrum Disorder	9%	8%	5%	10%	6%	15%	10%	6%
Over 40 years old	60%	69%	59%	51%	56%	65%	65%	65%
Immigrant or permanent resident	43%	20%	14%	23%	30%	32%	33%	47%
Asian	64%	34%	29%	70%	76%	51%	51%	70%
Black or African-American	37%	70%	36%	19%	17%	49%	59%	48%
First Nations, Indigenous Peoples, or Native American	21%	12%	5%	22%	17%	8%	15%	14%
Hispanic or Latino	18%	29%	14%	10%	21%	18%	47%	51%
Middle Eastern	34%	17%	24%	20%	17%	29%	29%	36%
Veteran	15%	9%	8%	16%	17%	15%	37%	23%
None of the above	2%	4%	12%	5%	1%	6%	3%	5%

Chart 9

Respondents who say that the following groups are part of diversity

Across geographies, most respondents believe that “females” are part of a diverse team, but include other groups at varying rates. Excluding certain identities from the D&I conversation is a key driver in the lack of progress in representation and sense of belonging. In fact, teams should include people from all perspectives, including those traditionally considered in the majority group.

Statement	Country/Region Number of respondents (%)							
	AUS	BRA	FR	IN	PHL	UK	USA	Silicon Valley
Female	74%	45%	52%	65%	59%	68%	72%	71%
Male	54%	29%	37%	46%	48%	55%	52%	49%
Non-binary/ gender non-conforming	35%	20%	18%	19%	33%	39%	37%	37%
LGBTQ	50%	50%	23%	19%	64%	53%	55%	58%
Non-LGBTQ	31%	17%	12%	9%	30%	35%	35%	32%
Person with a disability	45%	45%	40%	40%	50%	58%	54%	51%
Neurodiverse or autistic	35%	34%	22%	18%	29%	41%	38%	32%
Over 40 years old	55%	44%	49%	48%	48%	60%	60%	58%
Under 40 years old	48%	25%	36%	38%	43%	50%	48%	44%
Citizen	39%	27%	17%	38%	36%	38%	41%	39%
Immigrant or permanent resident	57%	37%	29%	31%	42%	48%	53%	55%
Asian	64%	31%	42%	59%	69%	59%	64%	69%
Black or African-American	57%	48%	44%	31%	40%	60%	72%	69%
First Nations, Indigenous Peoples, or Native American	48%	31%	22%	25%	41%	39%	49%	44%
Hispanic or Latino	47%	29%	33%	20%	40%	46%	67%	66%
Middle Eastern	50%	25%	35%	27%	33%	50%	55%	54%
White or Caucasian	48%	28%	38%	21%	27%	51%	55%	49%
Veteran	35%	19%	24%	24%	35%	40%	52%	45%
None of the above	2%	6%	10%	3%	0%	5%	3%	5%

How to make meaningful progress

Creating balanced and inclusive teams is not only the right thing to do, it's the smart thing to do. [Research shows](#) diverse teams produce better outcomes, so in an increasingly globalized, knowledge-work based environment, it will mean the difference between failure and success.

Focus on team-level progress

Instead of working toward check-the-box initiatives at the company level, we need to focus on building balanced teams. That is where the true value of diversity is unlocked, as research shows that “being around people who are different from us makes us more creative and more diligent.” If we only focus on increasing company-wide representation, we'll never tap into the true value that having a diversity of perspectives brings.

Foster belonging and inclusion

Focus on providing individuals with 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 share 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 for people from underrepresented groups to grow and develop, address representation and retention issues.



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