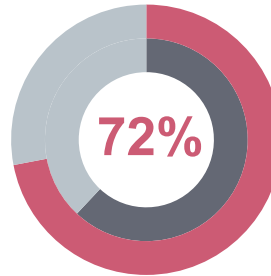
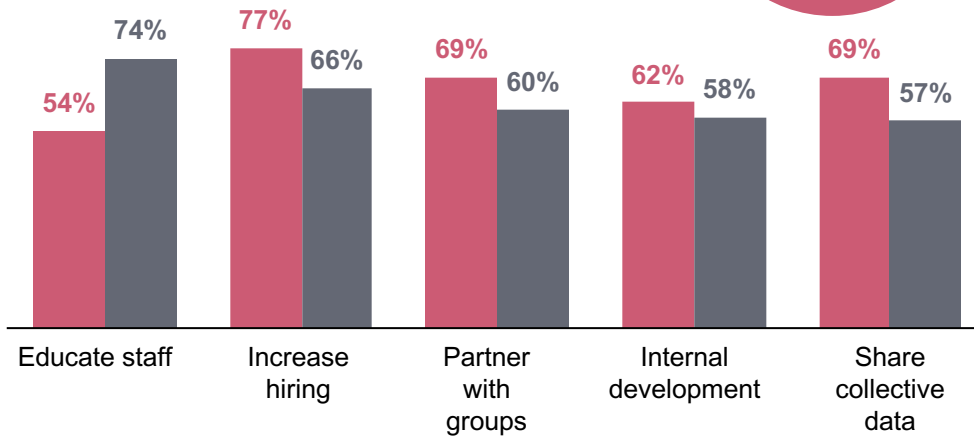




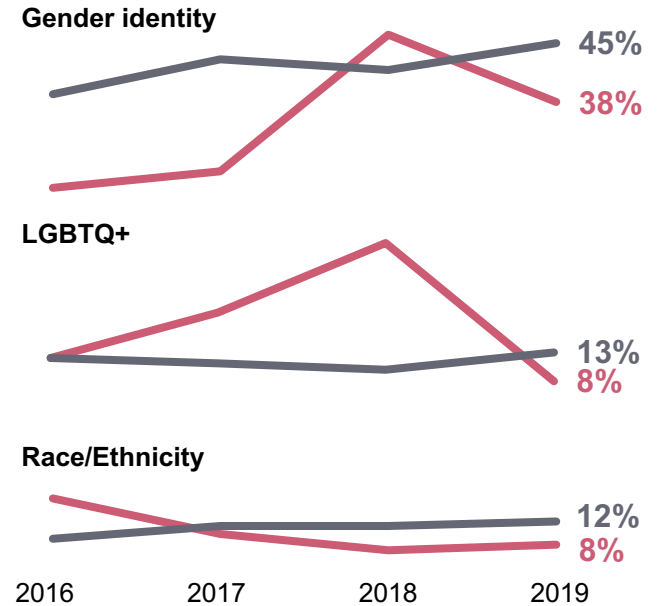
72% of Company employees completed the survey
62% of TechTown employees



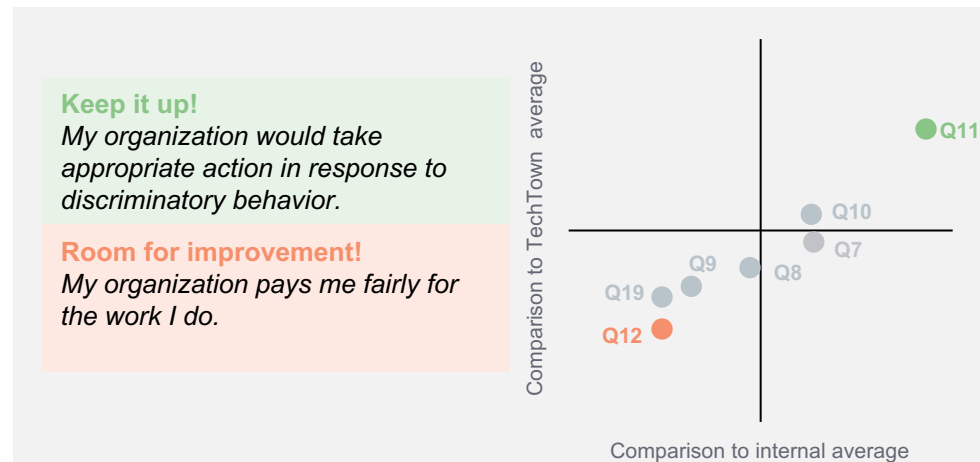
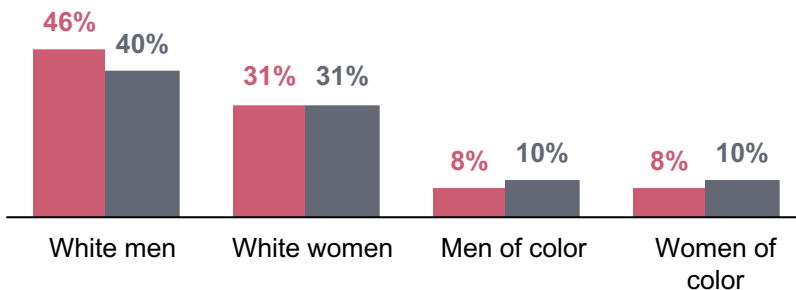
Pledge Action Ratings (Good)



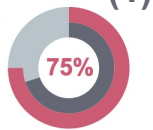
Underrepresented Groups



Intersectional Representation

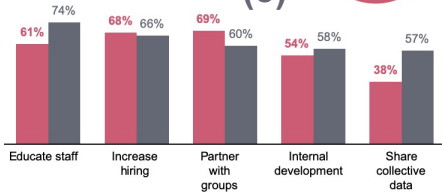


75% of Company employees completed the survey
70% of TechTown employees



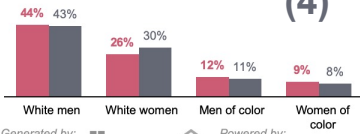
Pledge Action Ratings (Good)

(5)



Intersectional Representation

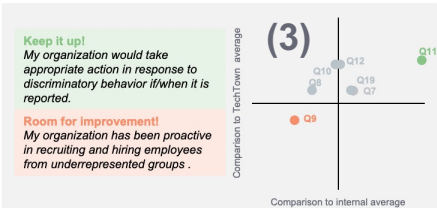
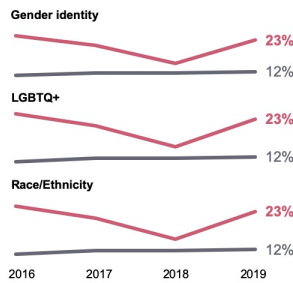
(4)



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Company Logo

(2) Underrepresented Groups



Legend

Throughout the scorecard your company results are indicated in **red** and TechTown results are indicated in **dark grey**.

Components

- (1) This donut chart shows the percentage of your employees who completed the survey (**red**) and the percentage of all TechTown employees who completed the survey (**dark grey**).
- (2) These line charts show changes in the proportion of your company's employees and all TechTown employees with underrepresented gender identities, sexual orientations, and racial or ethnic identities from 2016–2019. Underrepresented categories were defined taking into account the historical and current representation of certain groups of people in the tech industry. The category of underrepresented gender identity includes everyone except those who identified as male only or as cis males. For sexual orientation, the underrepresented group includes those who identified as LGBTQ+ and/or sexual orientation minority. For race and ethnicity, the underrepresented group includes those who identified as something other than white only, Asian only, or biracial white and Asian.
- (3) This scatterplot shows how your employees rated your company on a series of statements about workplace inclusion (Q7–12, Q19). On the x-axis, comparisons are drawn between the internal *strongly agree* rating for each statement and the internal average across all statements. On the y-axis, comparisons are drawn between the internal *strongly agree* rating for each statement and the TechTown average for that same statement. The top-right quadrant indicates high ratings in comparison to other statements internally and to other companies for that specific statement; the bottom-left indicates low ratings in both cases. The highest rated statement is noted in **green** and the lowest rated statement in **salmon**.
- (4) This bar chart compares your company data (**red**) to TechTown data (**dark grey**) for the representation of four intersectional identities: white men, white women, men of color, and women of color. Men are defined as all those who identified as male; women are defined as all those who identified as female. People of color are defined as those who identified as anything other than white only. In both cases, multiple responses were accepted for each question and respondents had the option to not provide a response.
- (5) This bar chart compares your company data (**red**) to TechTown data (**dark grey**) for ratings of *very good* or *somewhat good* for each of the five TechTown pledge action areas

Background

This scorecard is meant to help your company understand the progress you've made, areas for continued growth, and where you stand compared to other companies. It was developed by DHM Research in partnership with Prosper Portland.

On the right, you'll find an explanation about each component of the scorecard. In many cases, data on the scorecard will not add up to 100% due to rounding, multiple responses being accepted for identity questions, and participants declining to provide information. While most data comes from the 2019 TechTown survey, some tracking data is included from prior years.

If you have any questions about interpreting the data on your scorecard, please contact Eddie Szamborski at DHM Research at eszamborski@dhmresearch.com or (503) 220-0575.