Tech and Startup Culture Survey

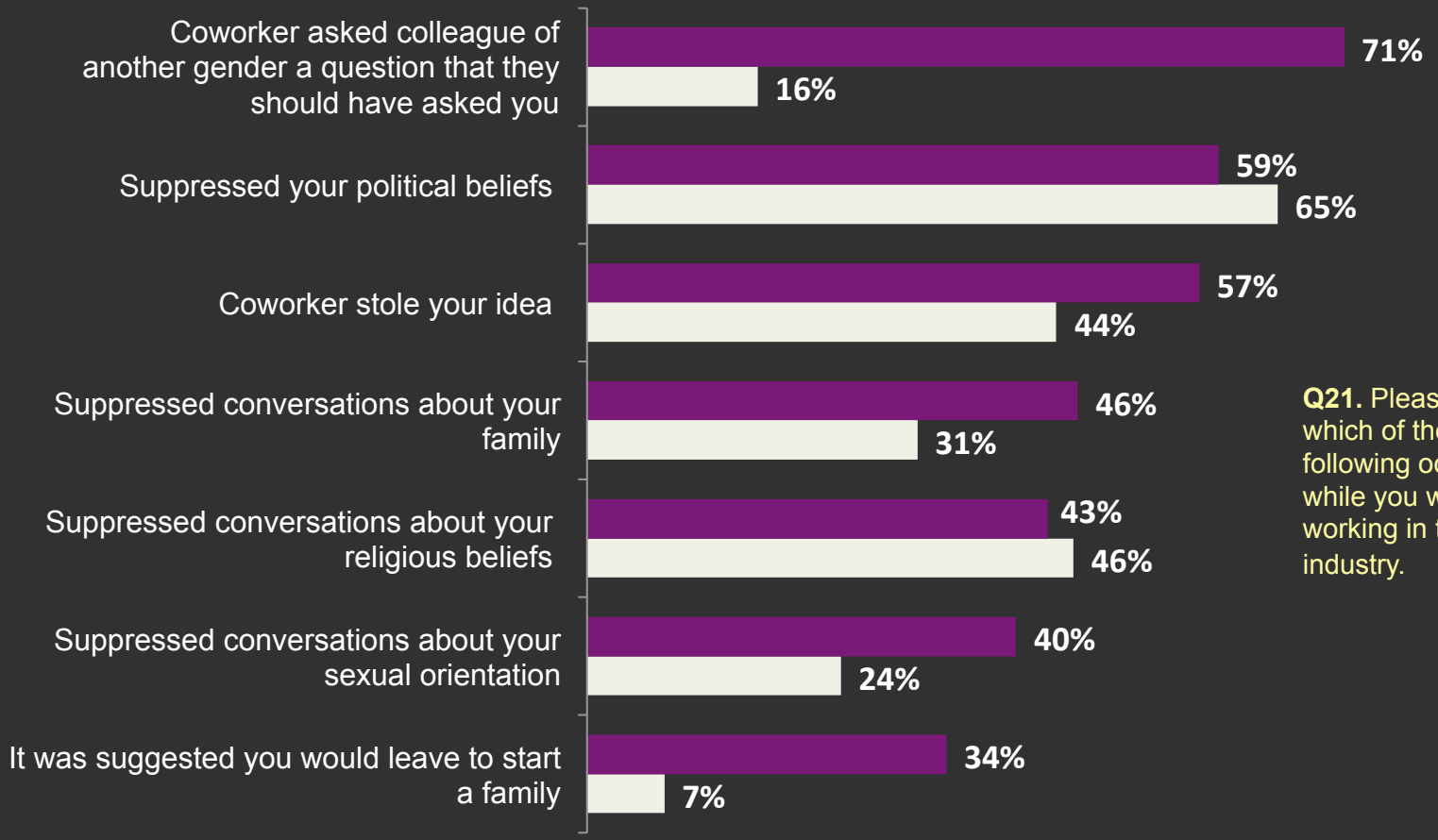
WOMEN WHO TECH
LINCOLN PARK STRATEGIES

August 2017

EMPLOYEES EXPERIENCES WORKING IN TECH

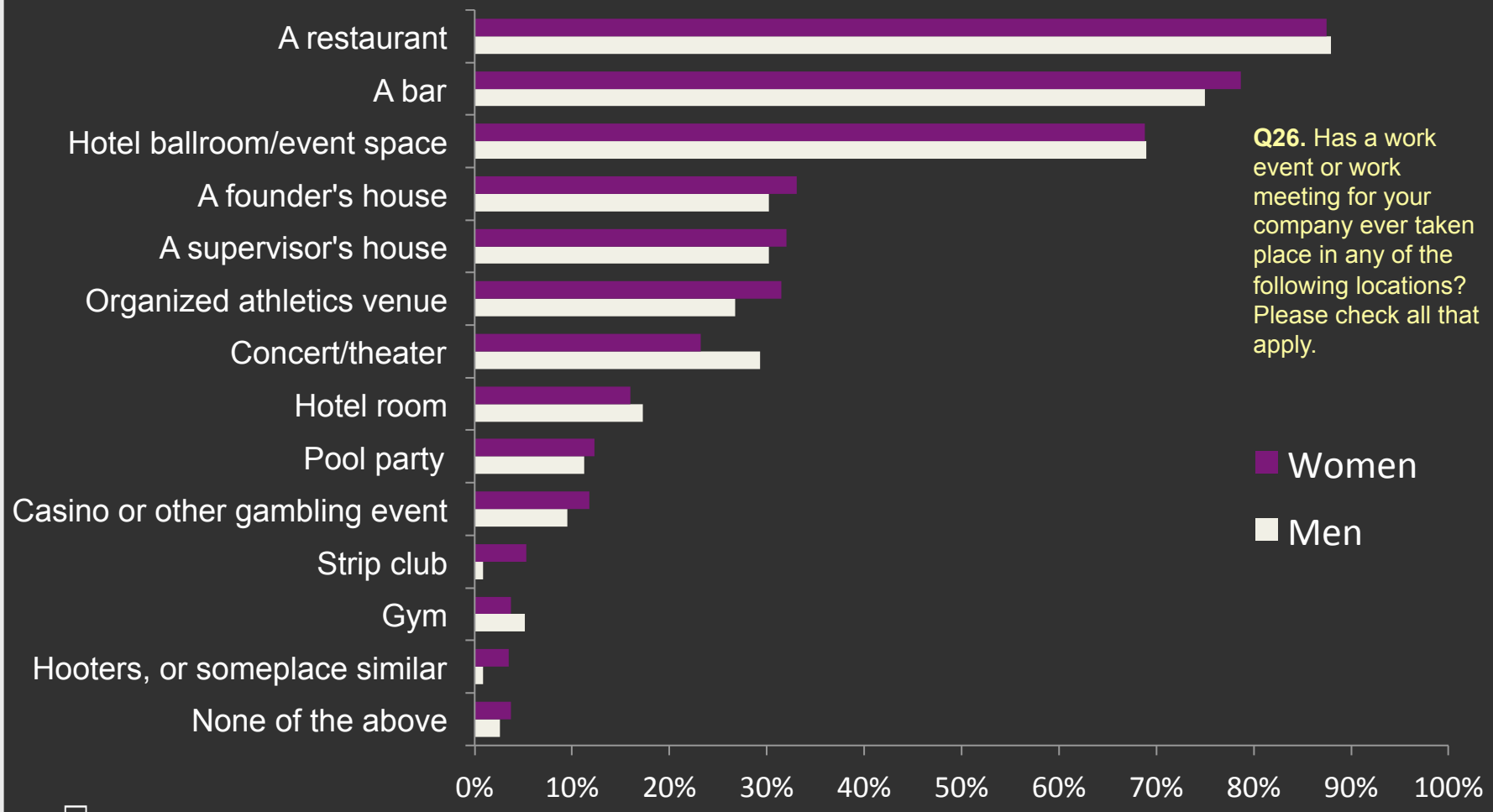
LINCOLN PARK STRATEGIES

Workplace Incidents and Suppressed Conversations



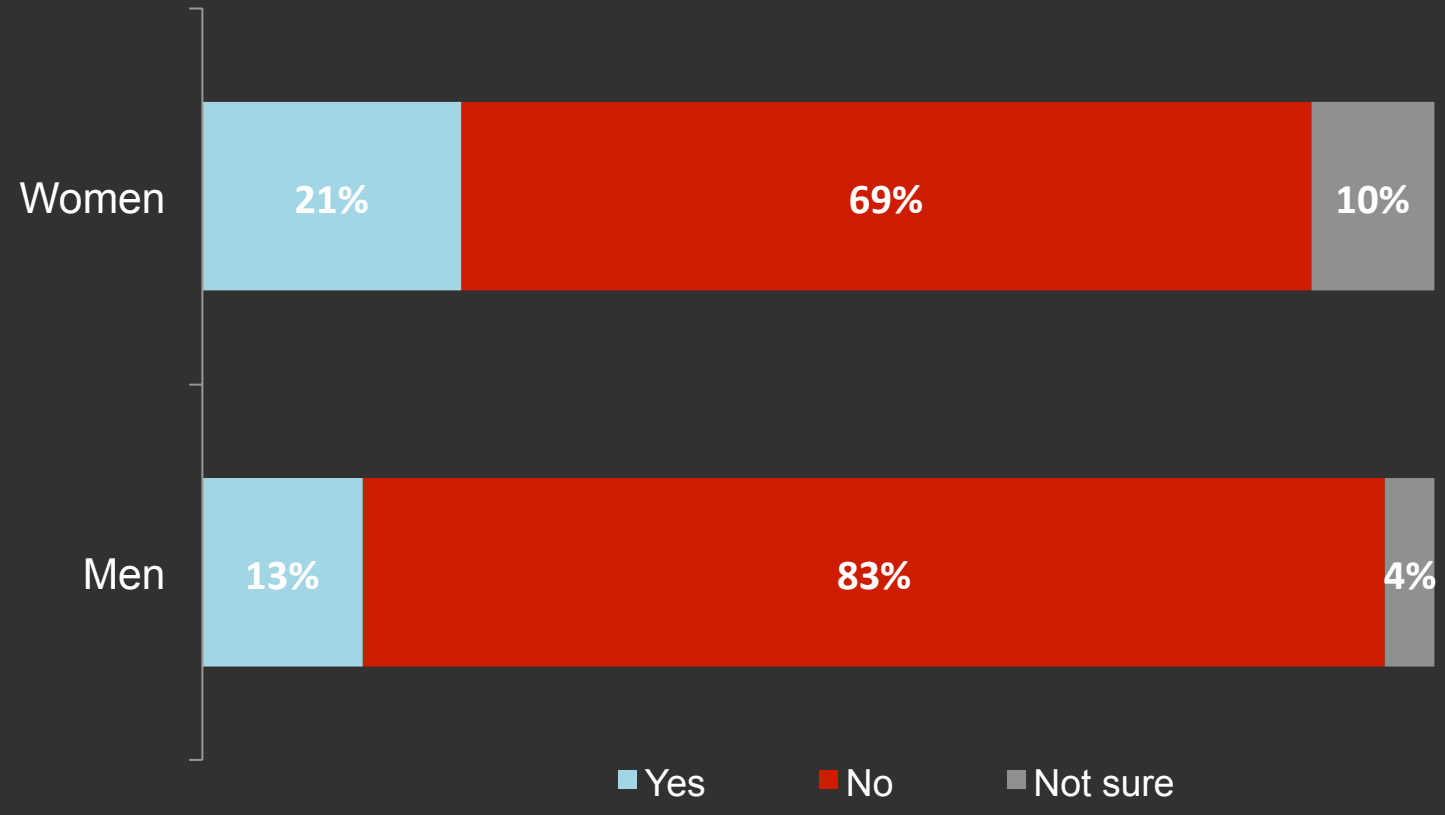
Q21. Please indicate which of the following occurred while you were working in the tech industry.

Work Event Meeting Locations



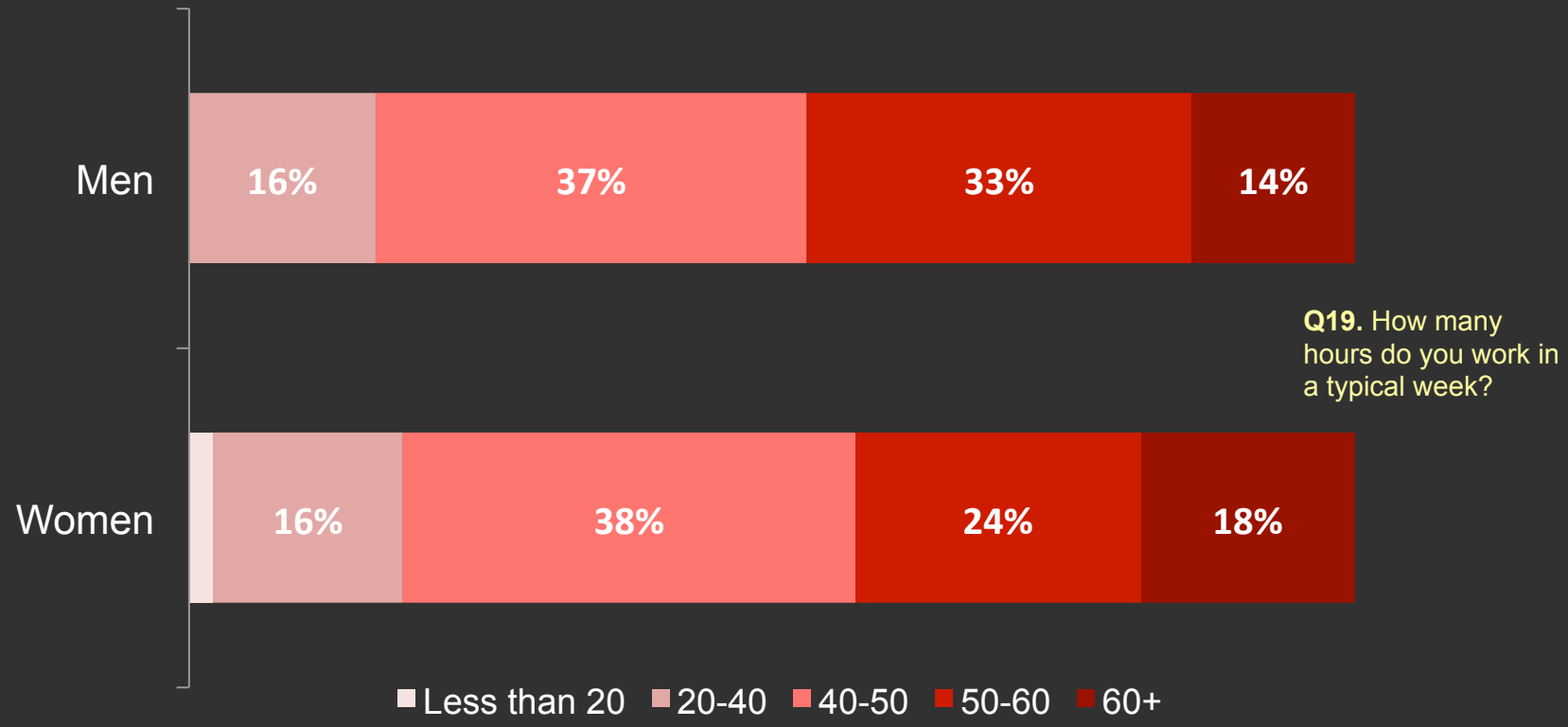
Q26. Has a work event or work meeting for your company ever taken place in any of the following locations? Please check all that apply.

Appropriateness of Locations



Q27. Did you feel any of these locations were inappropriate for a work event?

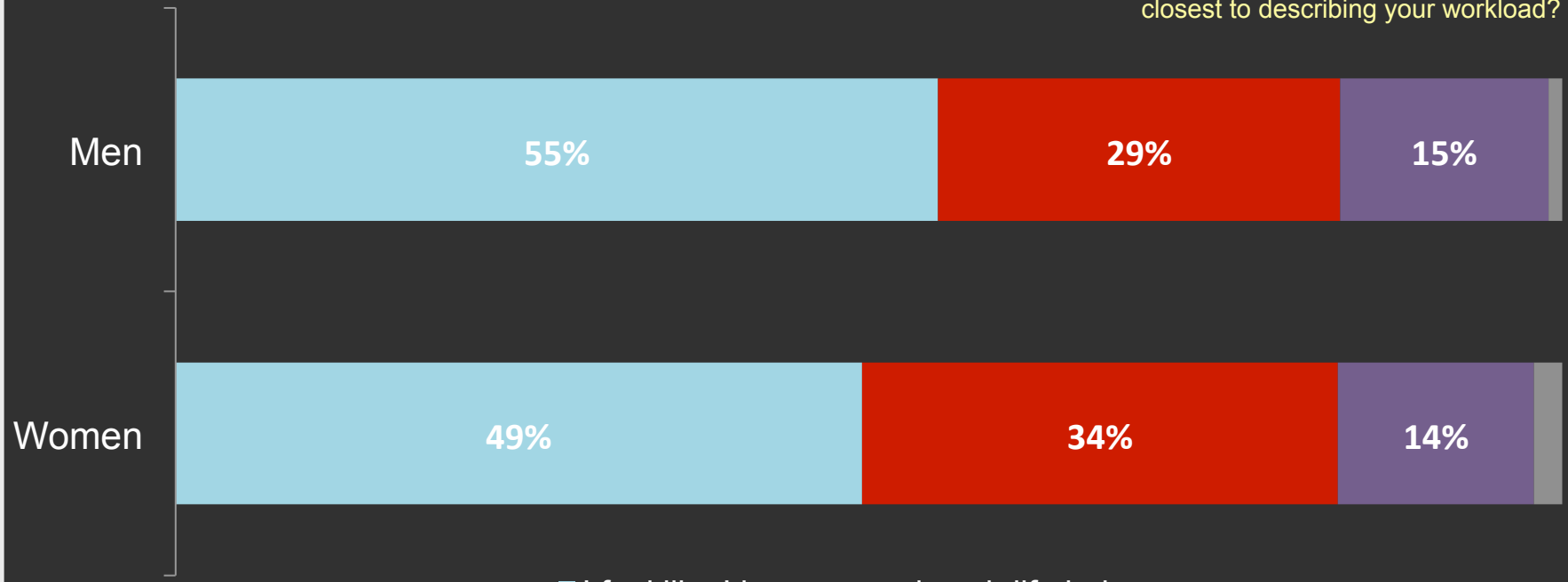
Hours Worked Per Week



Q19. How many hours do you work in a typical week?

Work-Life Balance

Q18. Which of the following comes closest to describing your workload?

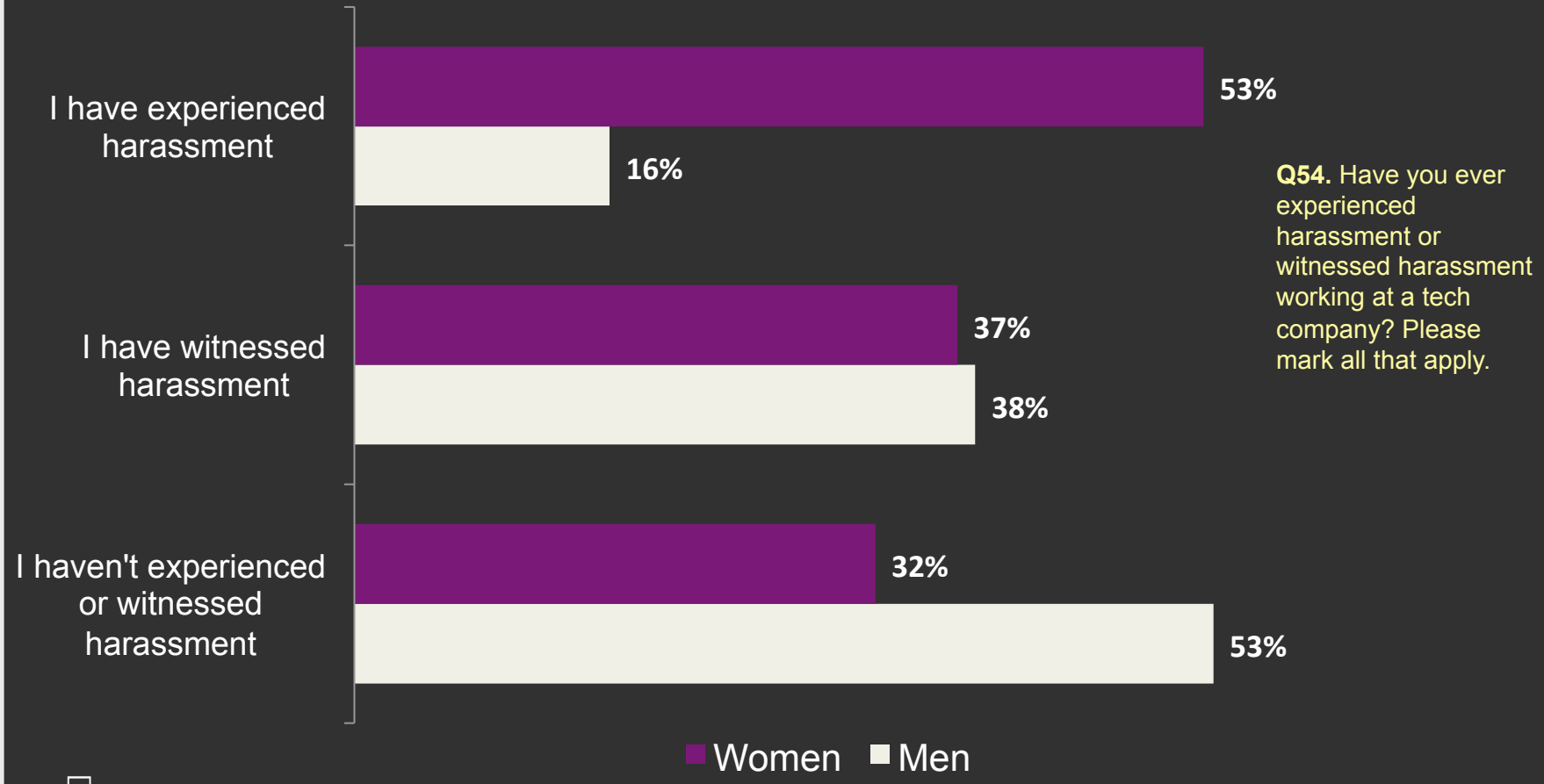


Women who Tech

HARASSMENT IN TECH

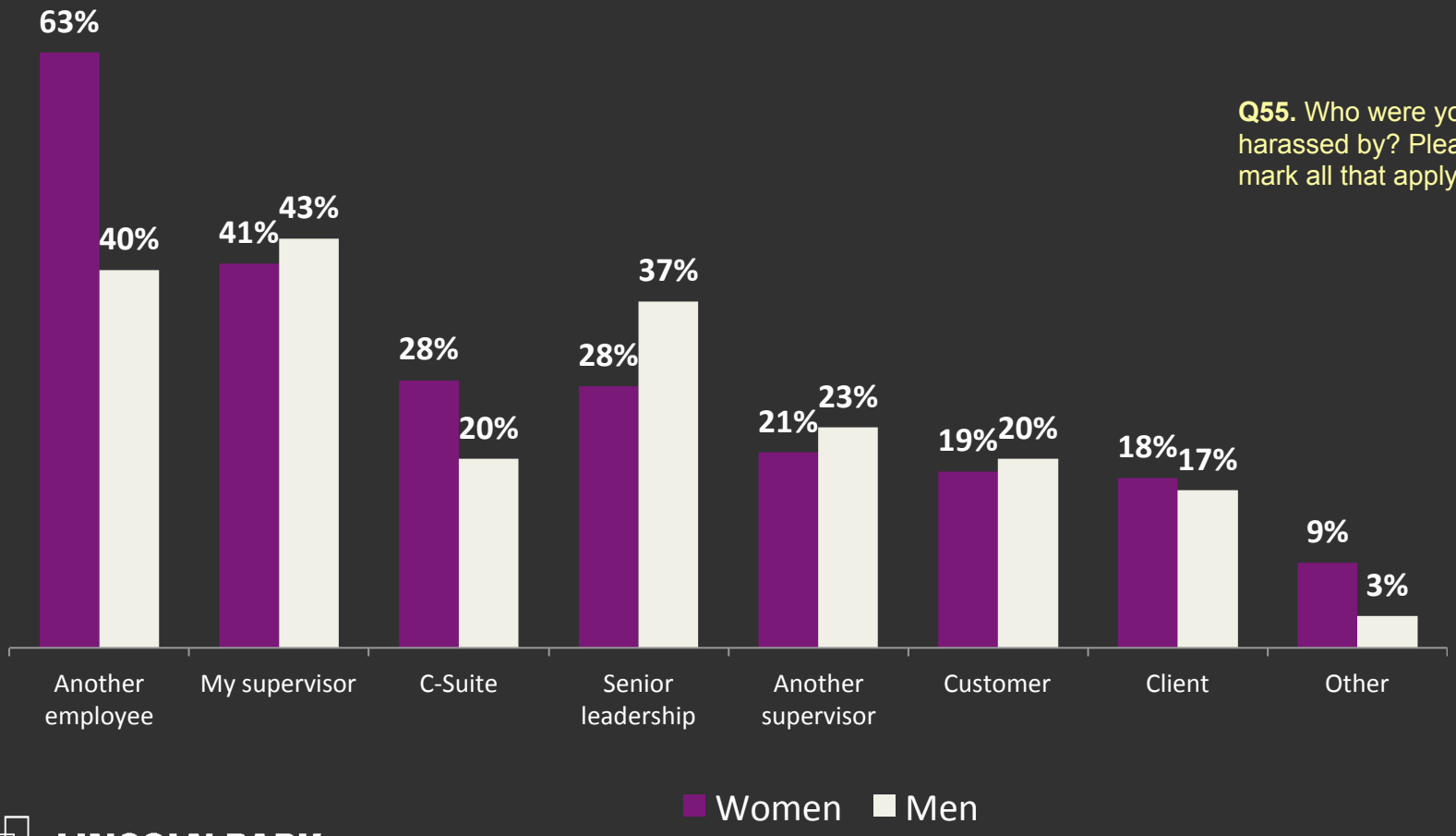
LINCOLN PARK STRATEGIES

Tech Employees Who Experienced Harassment



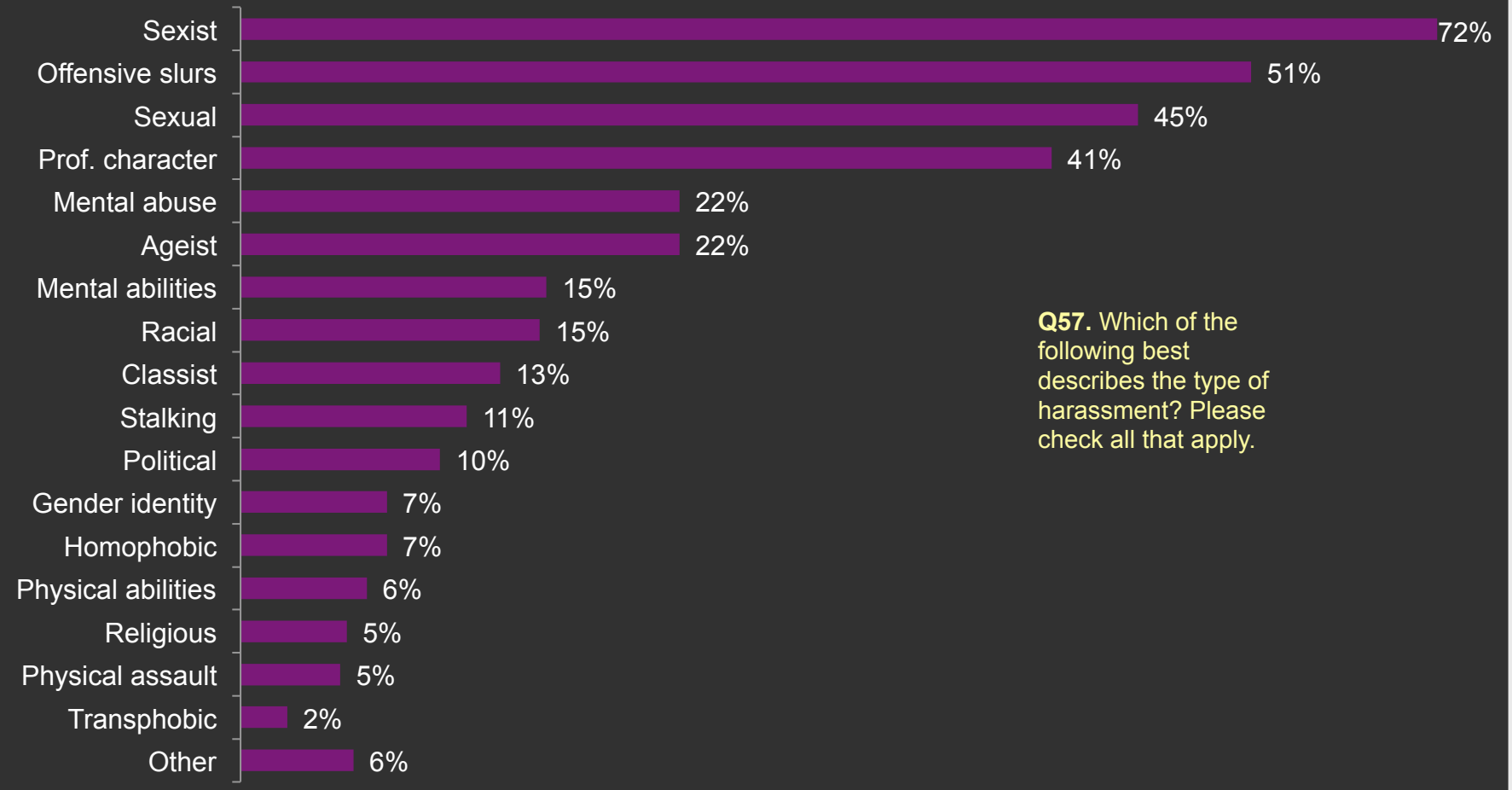
Q54. Have you ever experienced harassment or witnessed harassment working at a tech company? Please mark all that apply.

Who Employees Were Harassed By



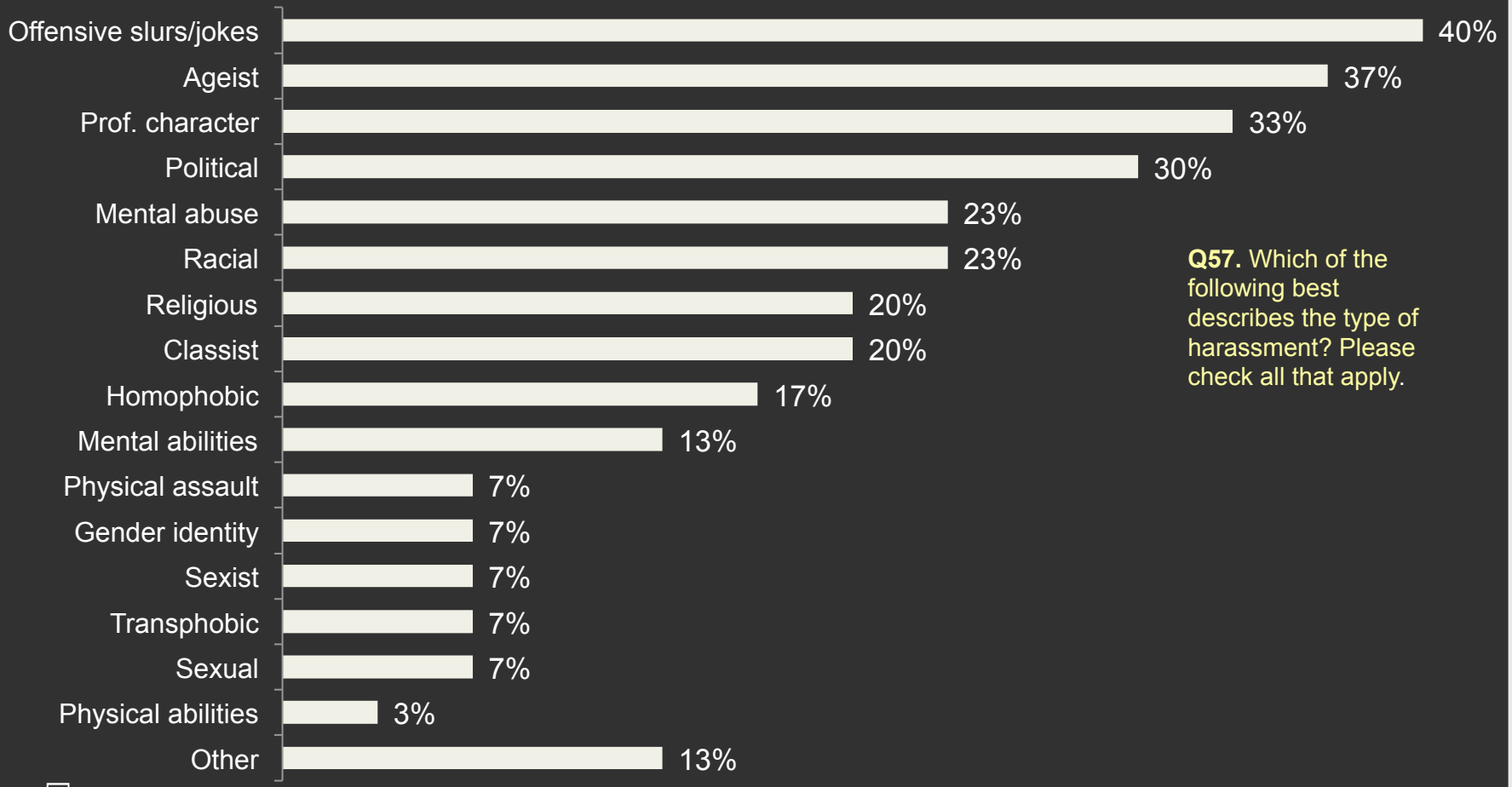
Q55. Who were you harassed by? Please mark all that apply.

Type of Harassment Experienced By Women Employees



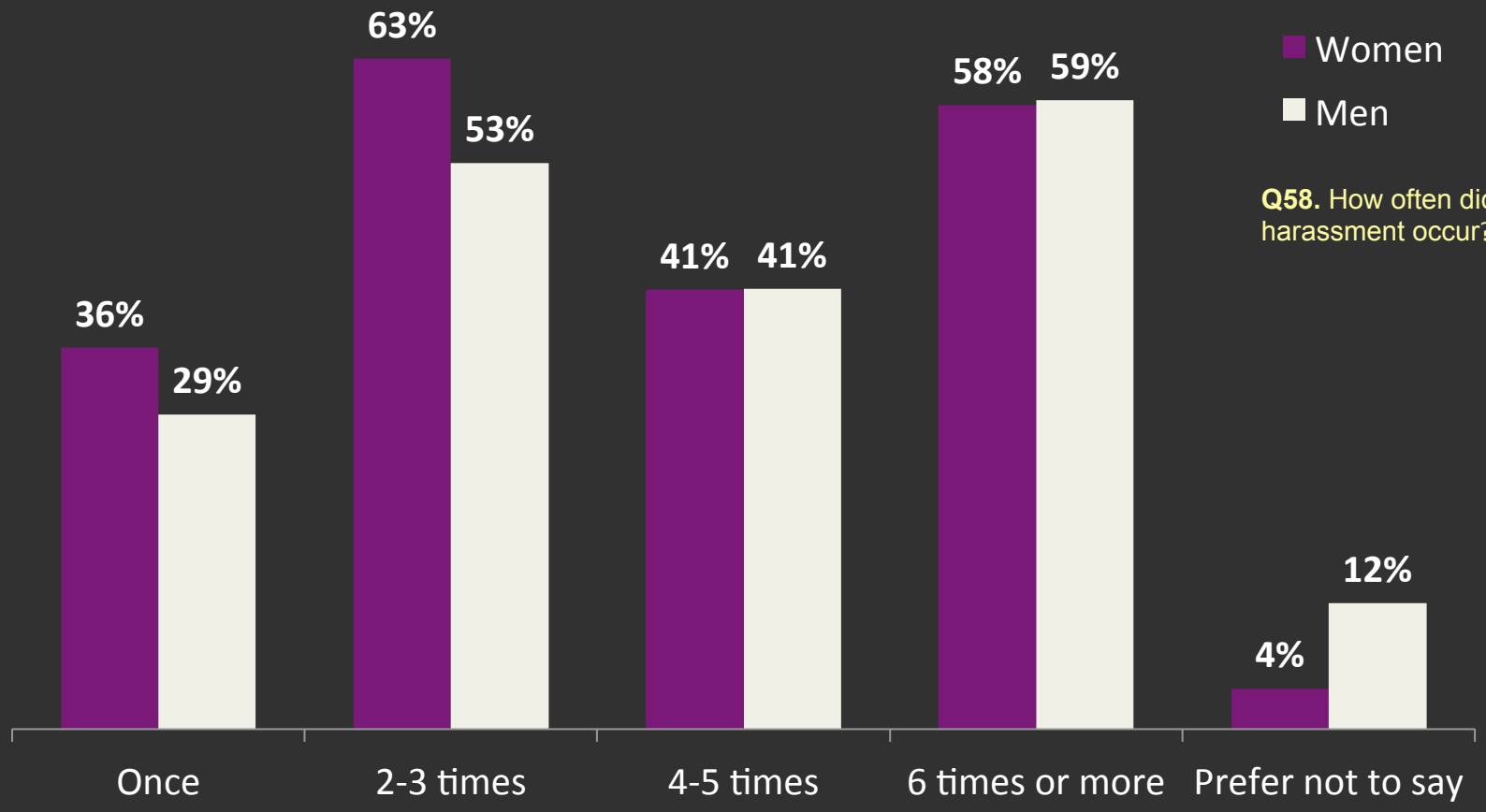
Q57. Which of the following best describes the type of harassment? Please check all that apply.

Type of Harassment Experienced By Men Employees

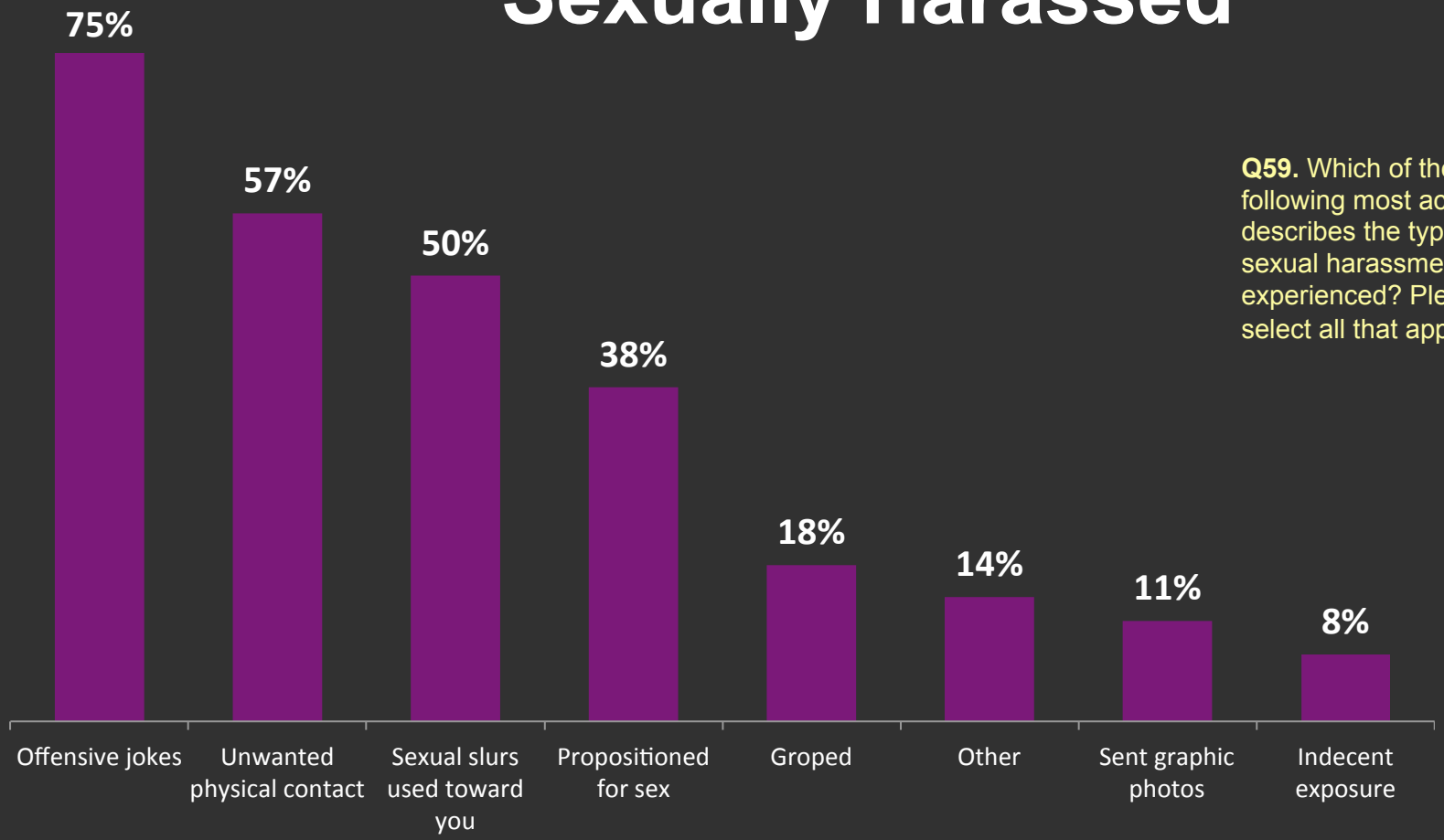


Q57. Which of the following best describes the type of harassment? Please check all that apply.

How Often Harassment Occurred



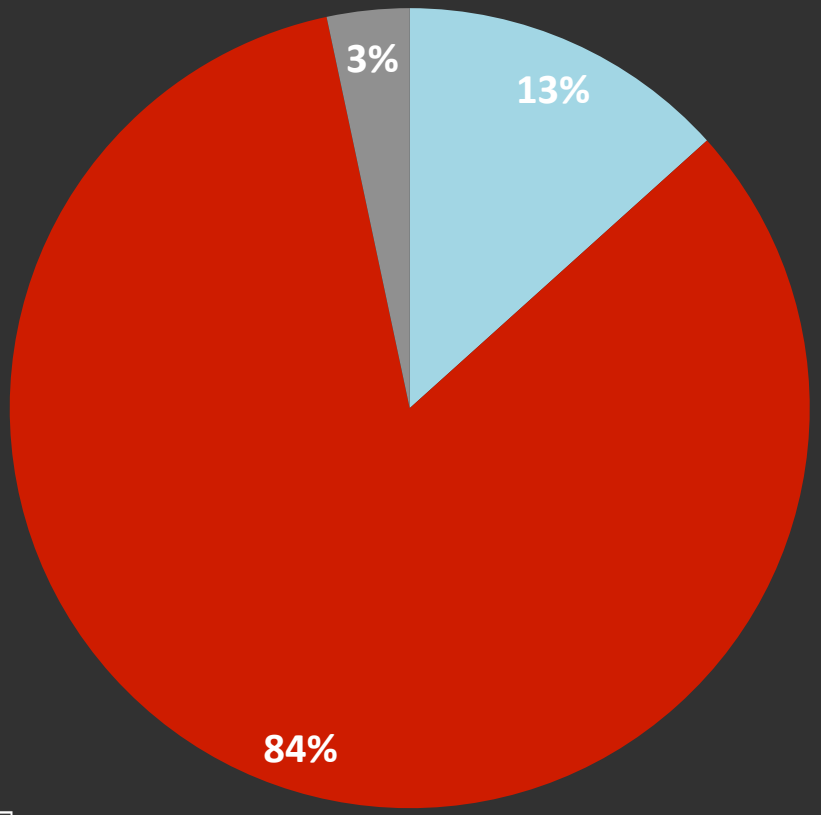
Women Employees Who've Been Sexually Harassed



Q59. Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

LINCOLN PARK STRATEGIES

Were Women Employees Propositioned For Sex In Exchange For A Promotion, Etc.?



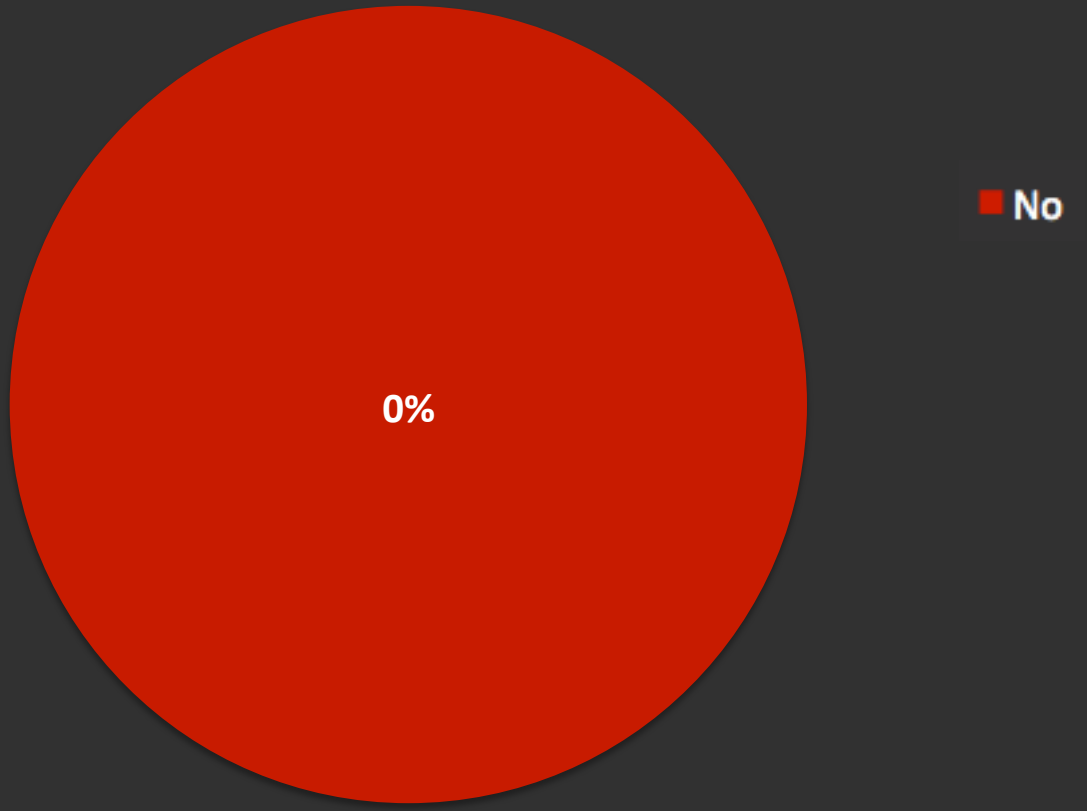
Yes

No

Prefer not to say

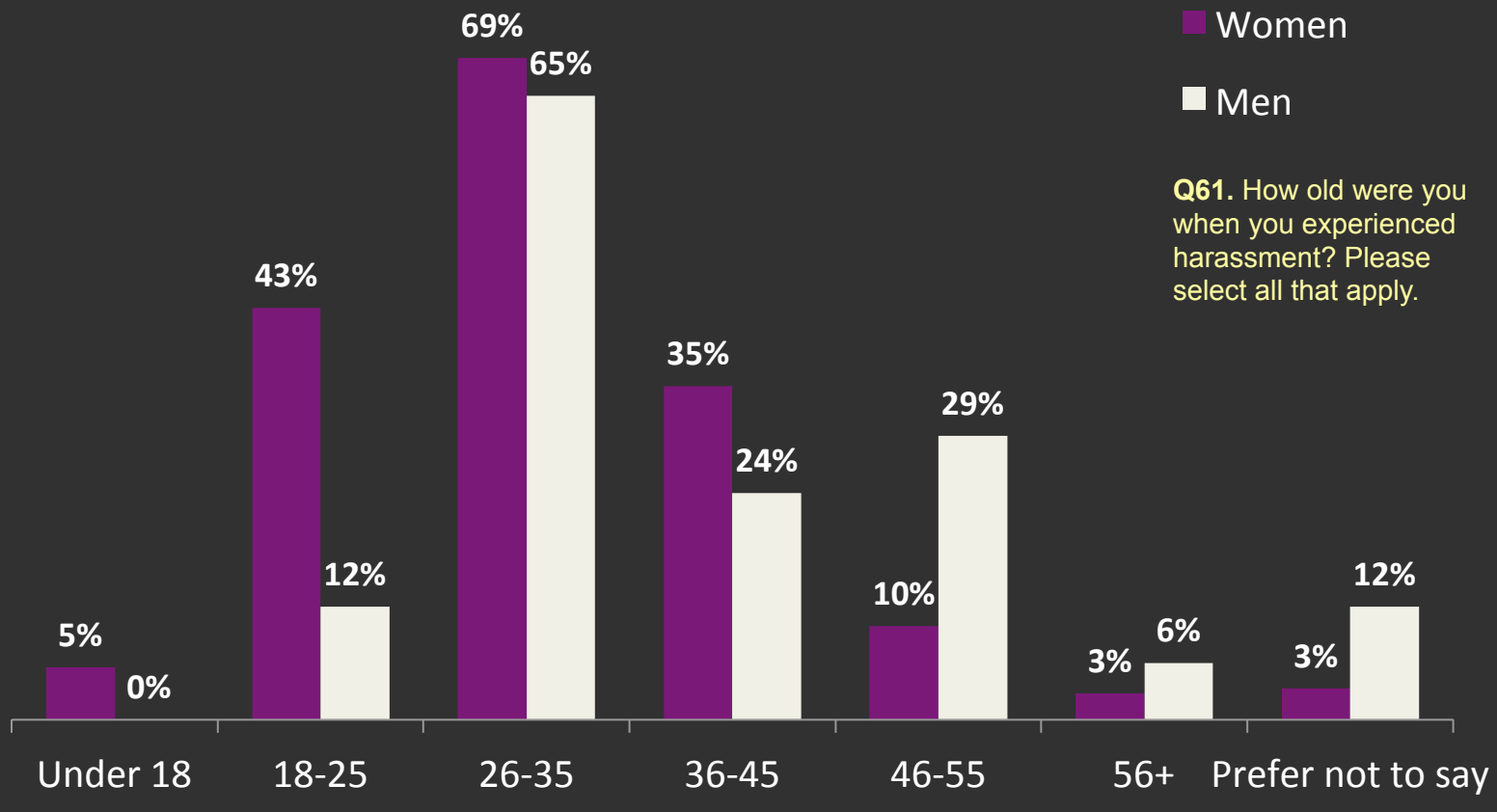
Q60. [IF YES TO PROPOSITIONED FOR SEX] Was the sexual harassment you experienced in exchange for a promotion, raise, etc.?

Men Employees Who Were Propositioned For Sex



Q59. Which of the following most accurately describes the type of sexual harassment you experienced – Propositioned for sex?.

Age of Employee When Harassed



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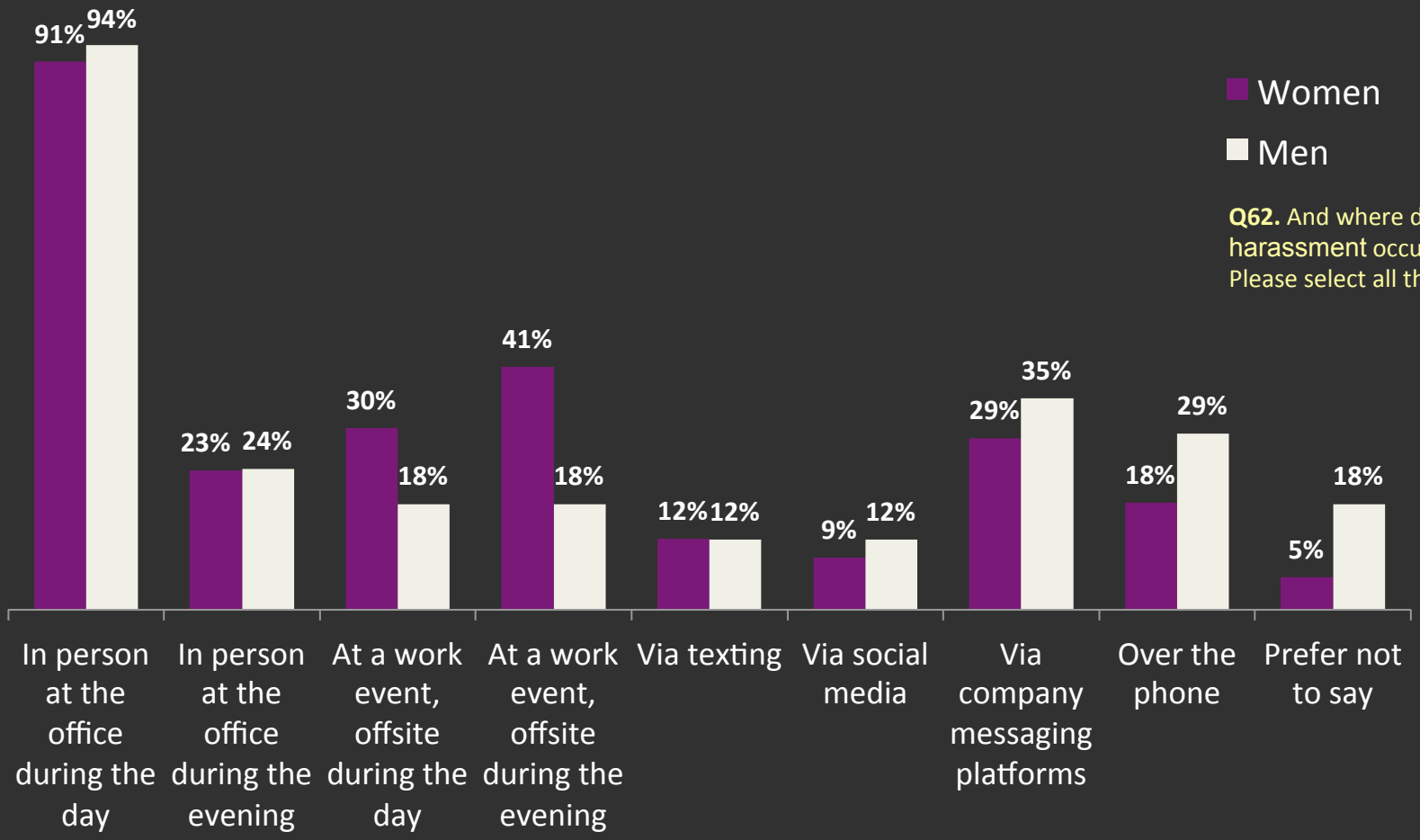
Location of Harassment

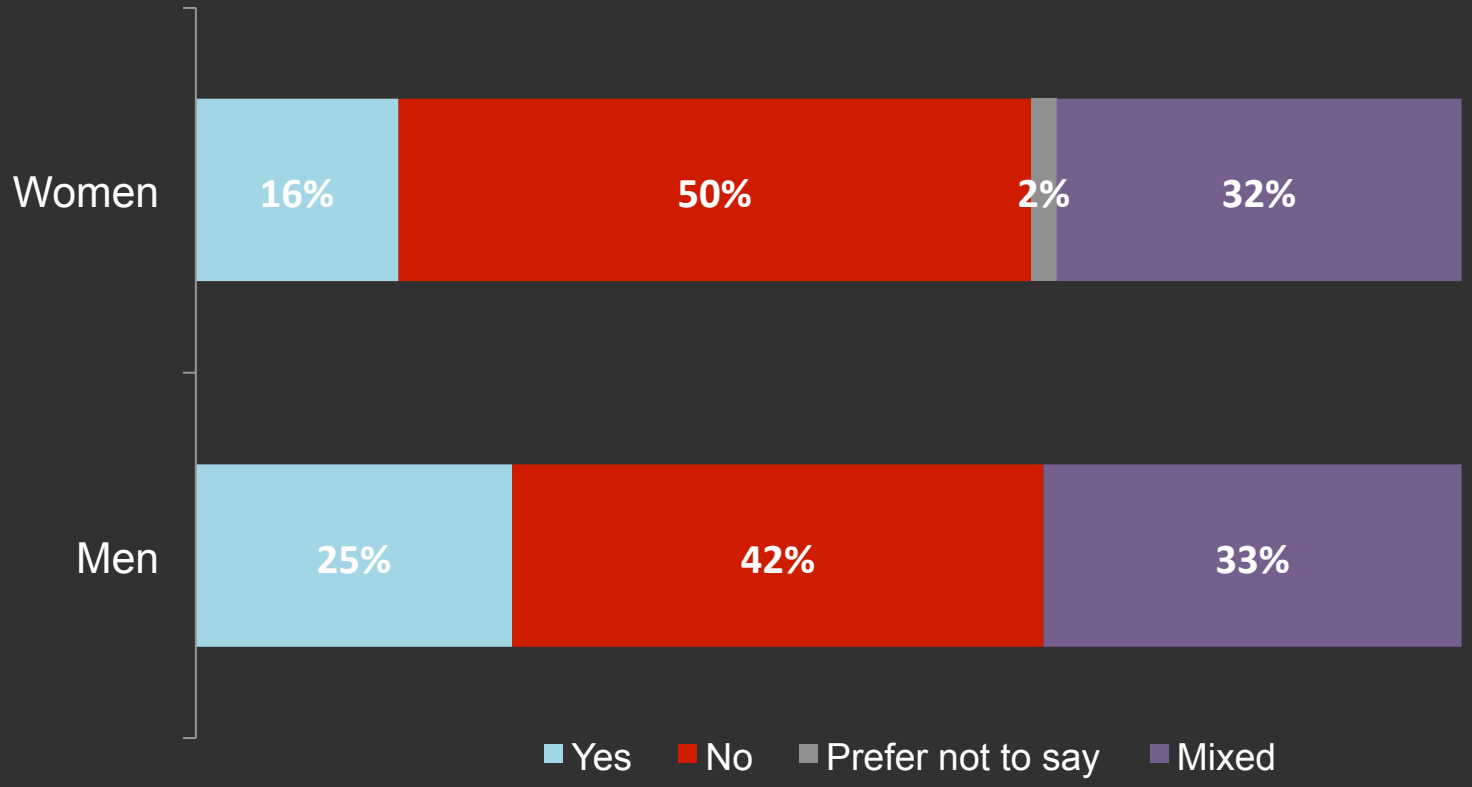


Women who Tech

TECH EMPLOYEES REPORTING HARASMENT

LINCOLN PARK STRATEGIES

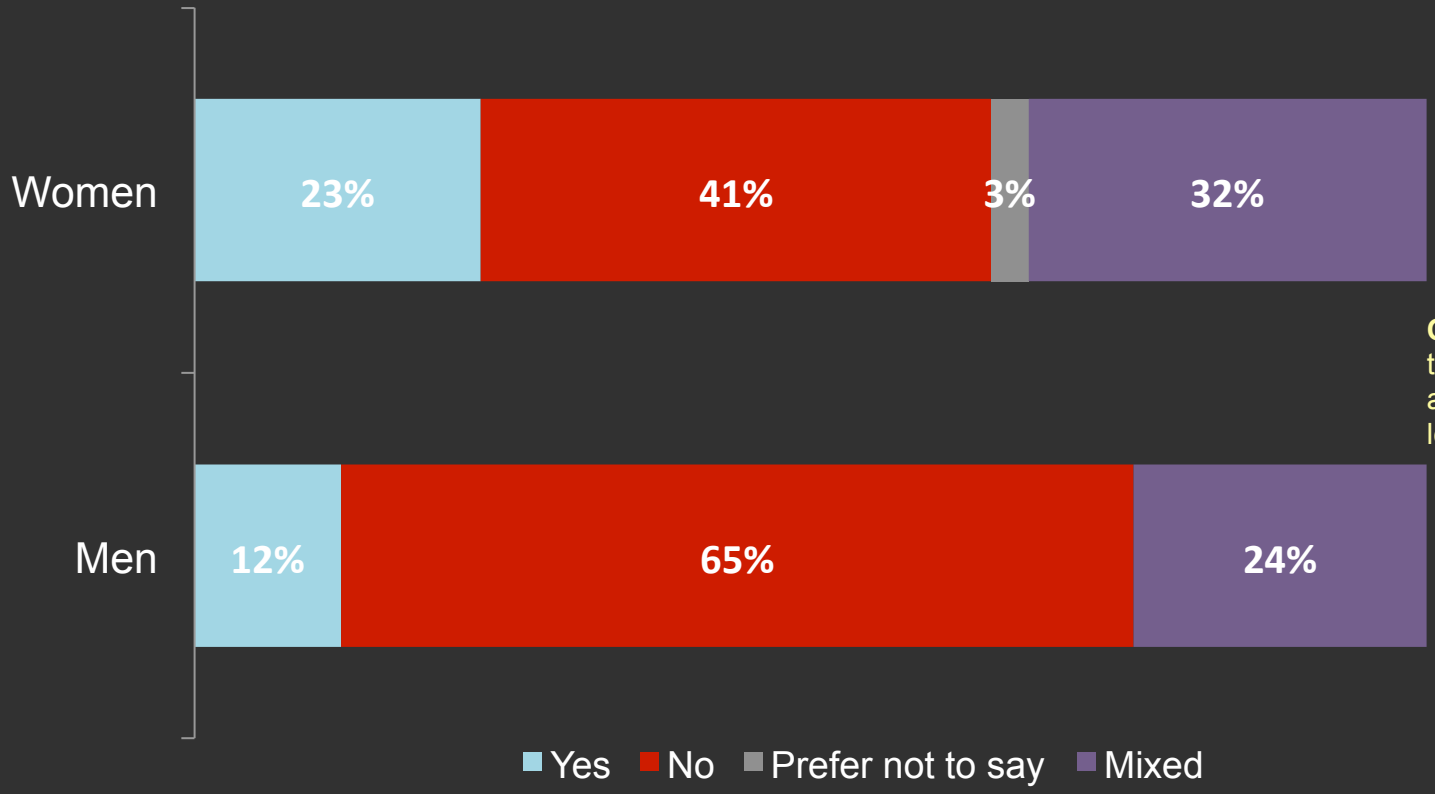
Reported Harassment to HR



Q64. [if had HR Department] Did you report the harassment to HR?

Mixed: In cases where harassment was experienced multiple times, harassment was reported in some cases and not others.

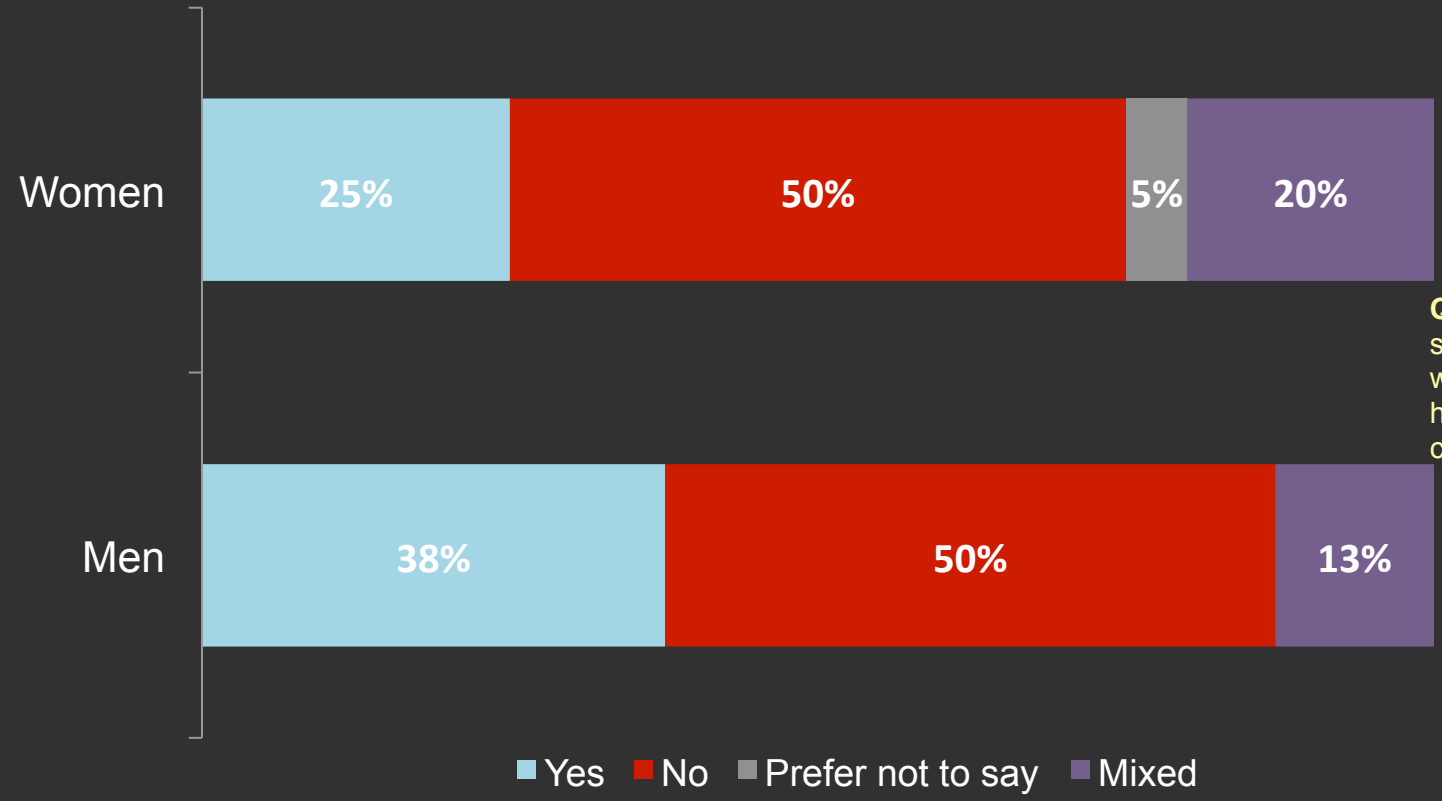
Reported Harassment to Senior Leadership



Q65. Did you report the harassment to anyone in senior leadership?

Mixed: In cases where harassment was experienced multiple times, harassment was reported in some cases and not others.

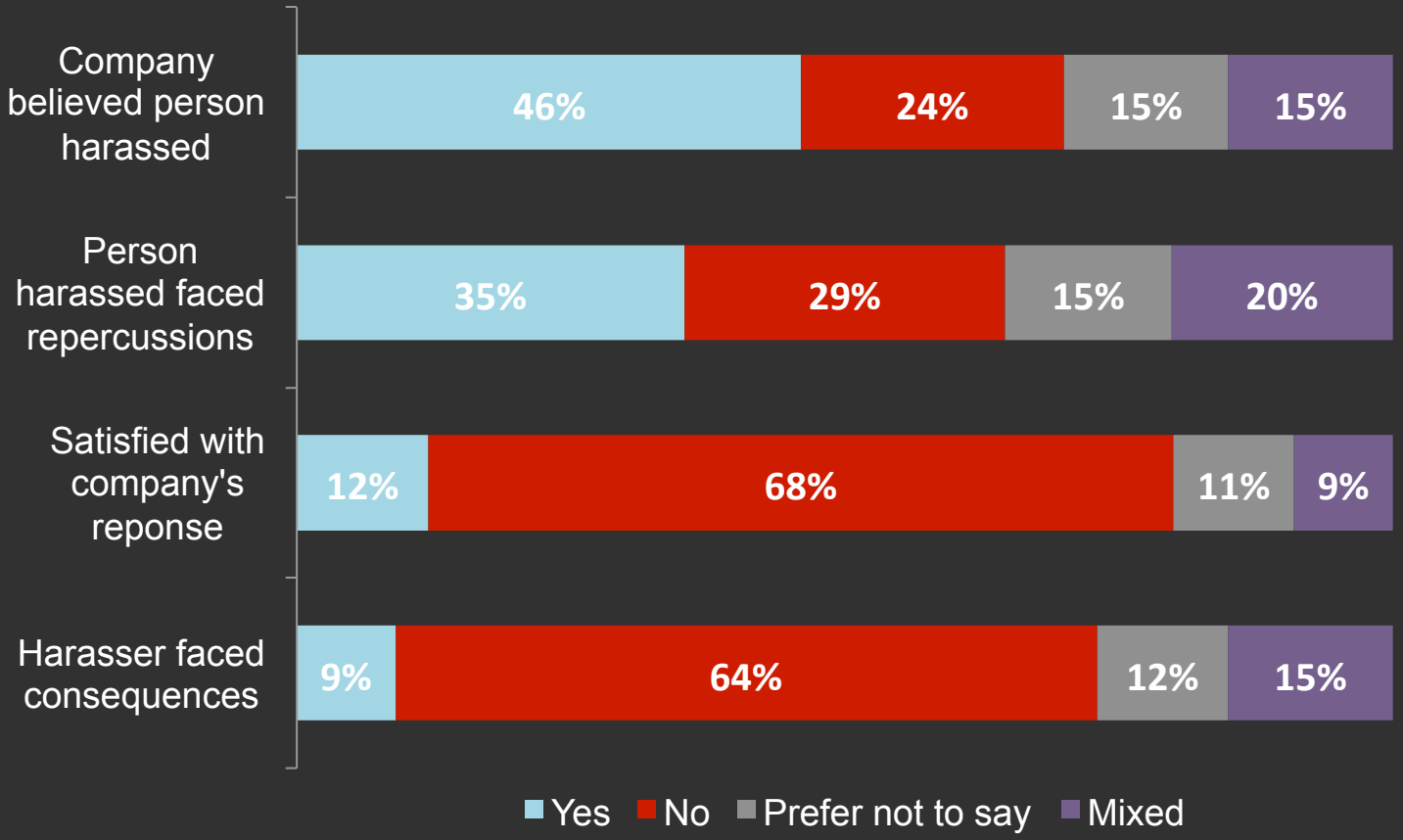
Provided Supporting Materials To HR Or Senior Leadership



Q70. Did you provide supporting materials when reporting harassment? Please check all that apply.

Mixed: In cases where harassment was experienced multiple times, supporting material was provided in some cases and not others.

Outcome of Reporting Harassment



Q66. Do you feel like the company believed you when you reported the harassment?

Q73. Did you face any negative repercussions after reporting the harassment?

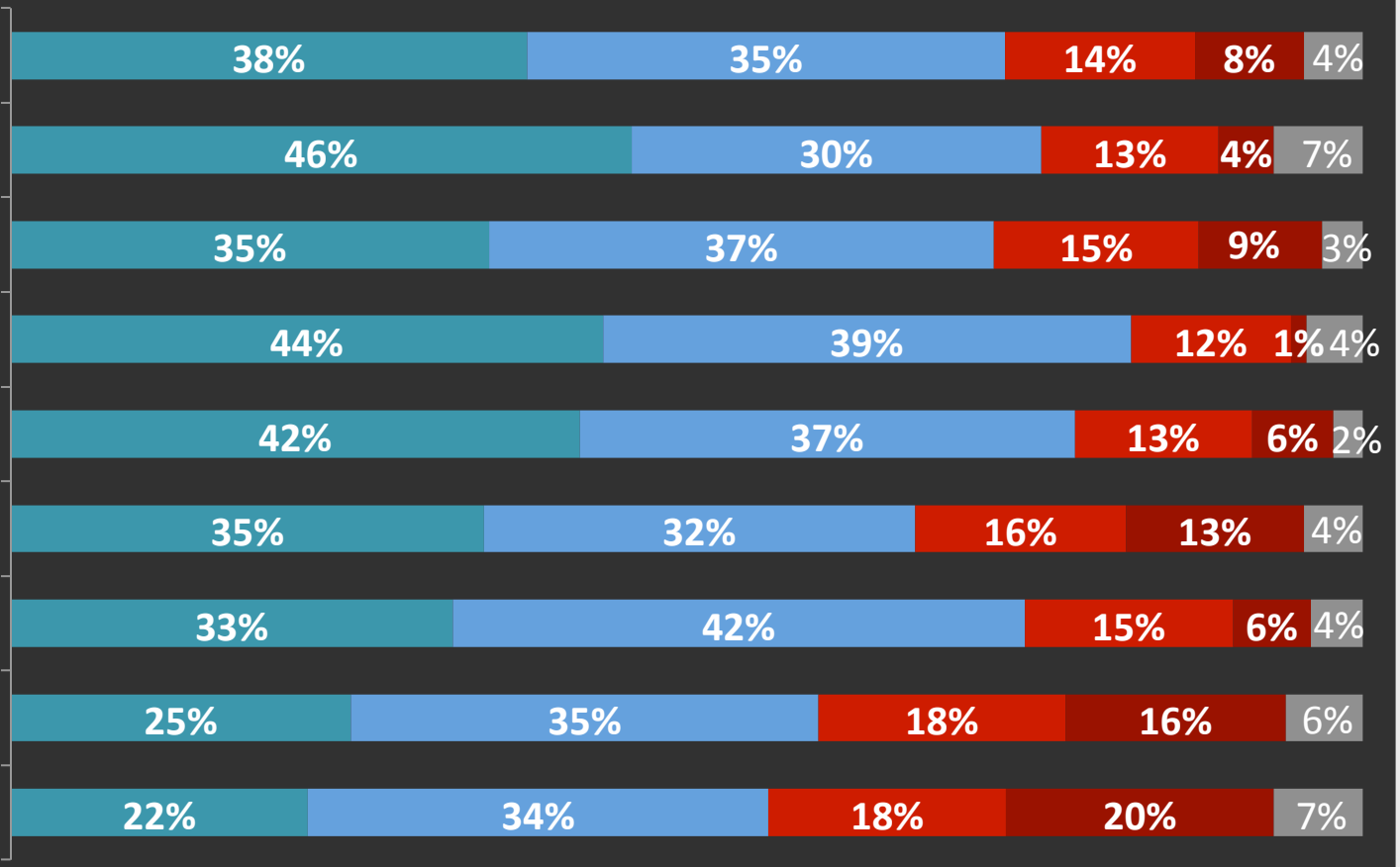
Q67. Were you satisfied with the company's response when you reported the harassment?

Q71. Did the person who you reported for harassing you face any repercussions at work?

Mixed: In cases where harassment was experienced multiple times, harassment was reported in some cases and not others.

Trusts Company to Handle Harassment Allegations

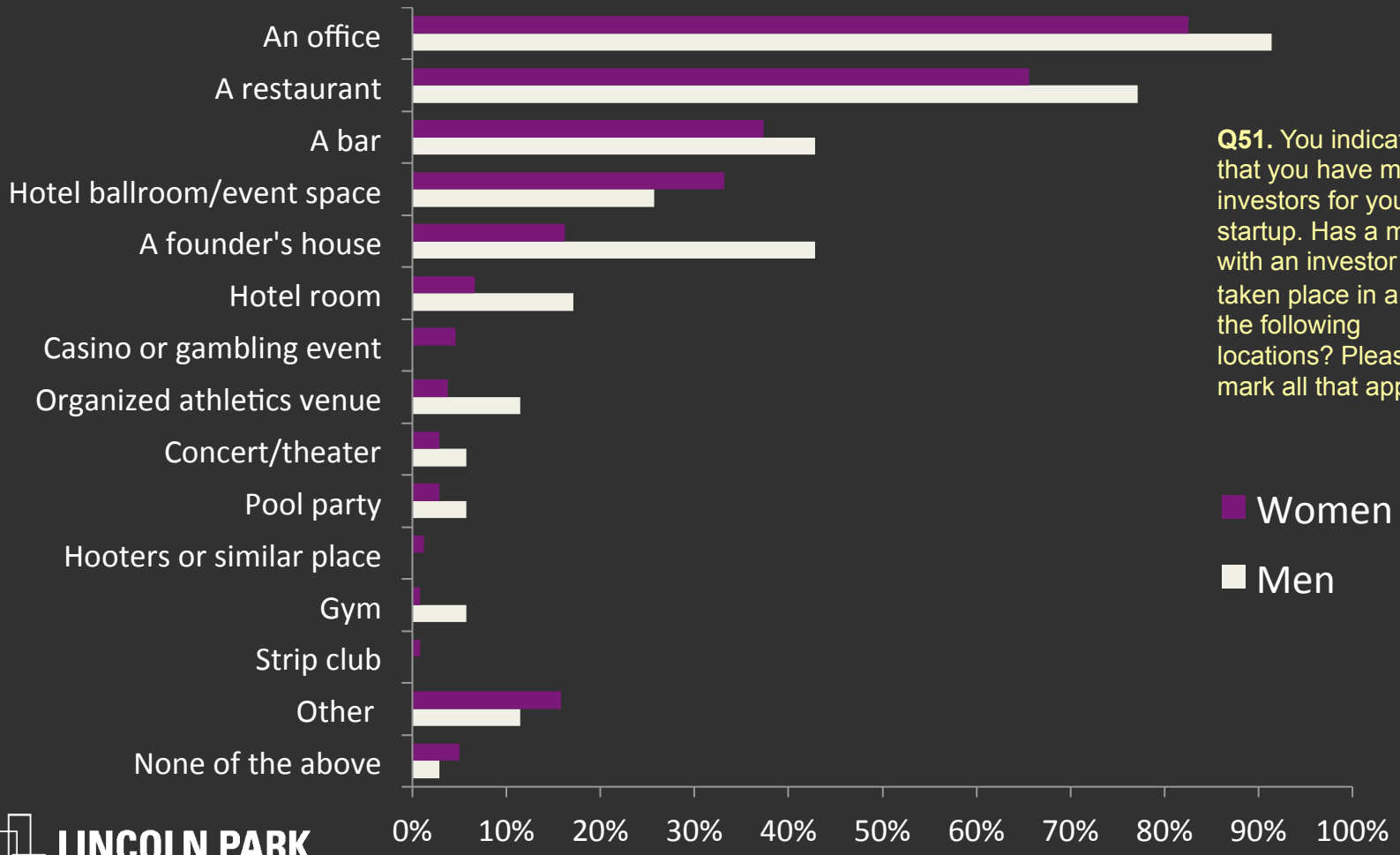
Q79. In general, how much trust do you have in the company you currently work for when it comes to handling allegations of harassment?



FOUNDERS' EXPERIENCES WITH INVESTOR MEETINGS AND WITH HARASSMENT

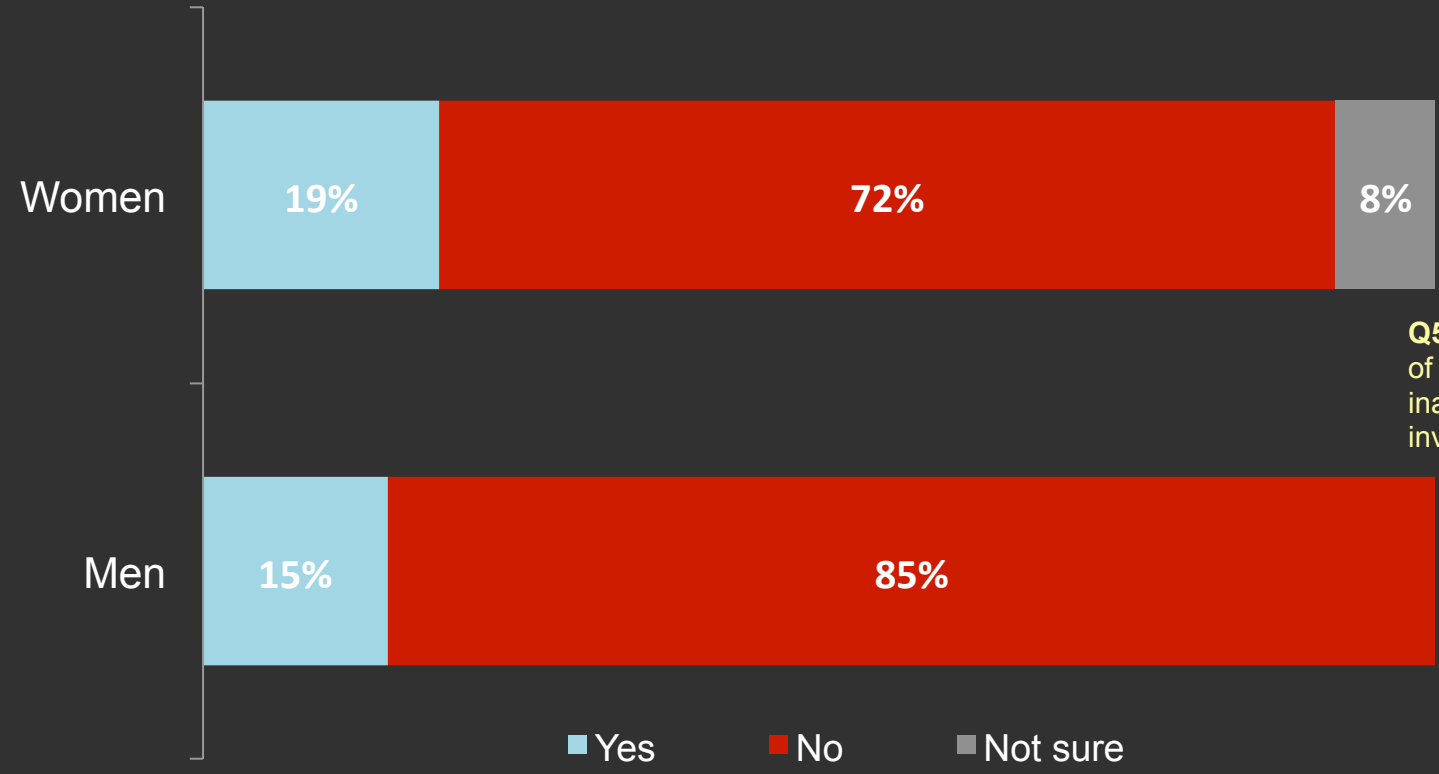
LINCOLN PARK STRATEGIES

Founders Meeting with Investors



Q51. You indicated that you have met with investors for your startup. Has a meeting with an investor ever taken place in any of the following locations? Please mark all that apply.

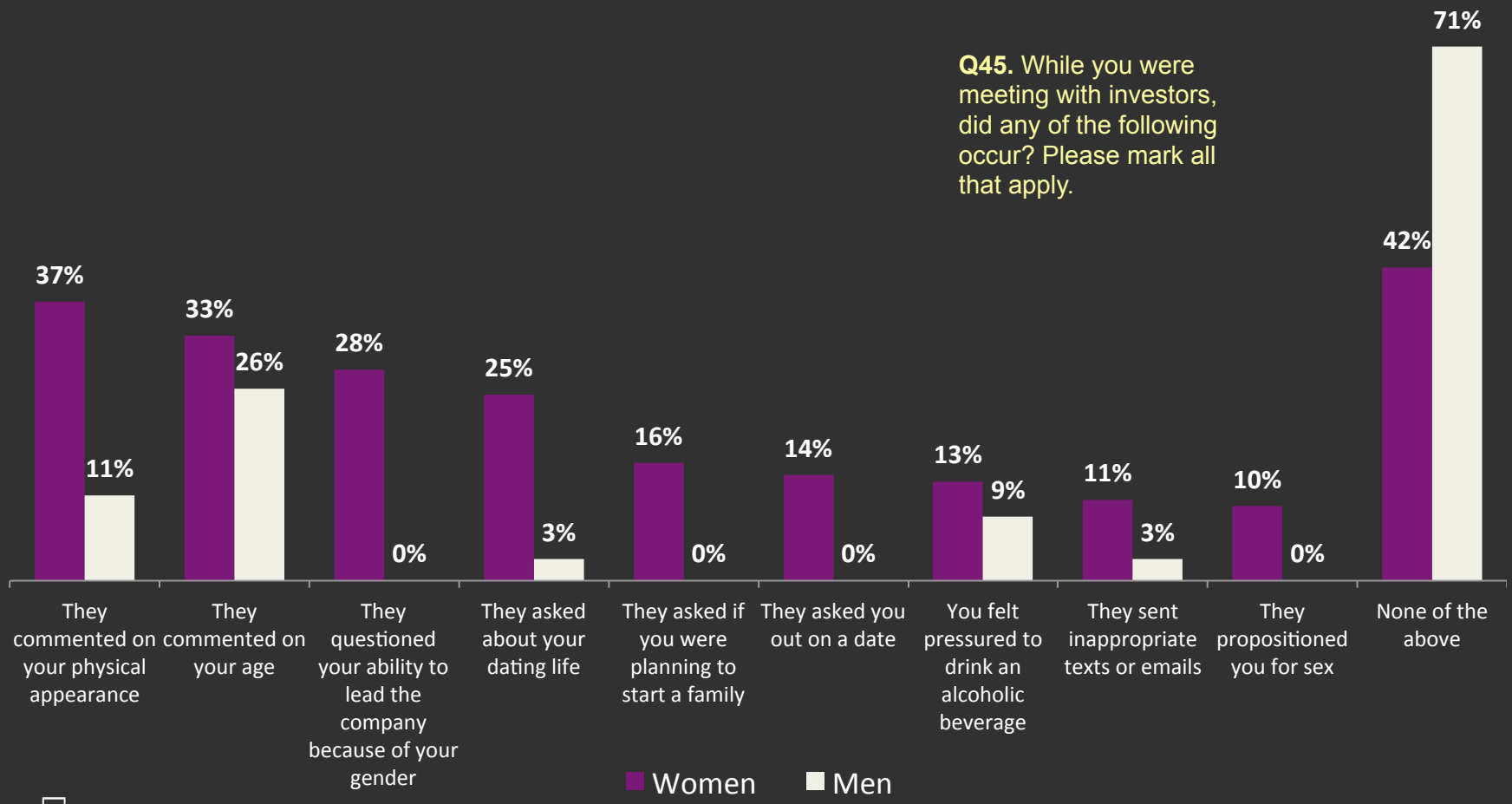
Appropriateness of Investor Meetings



Q52. Did you feel any of these locations were inappropriate for an investor meeting?

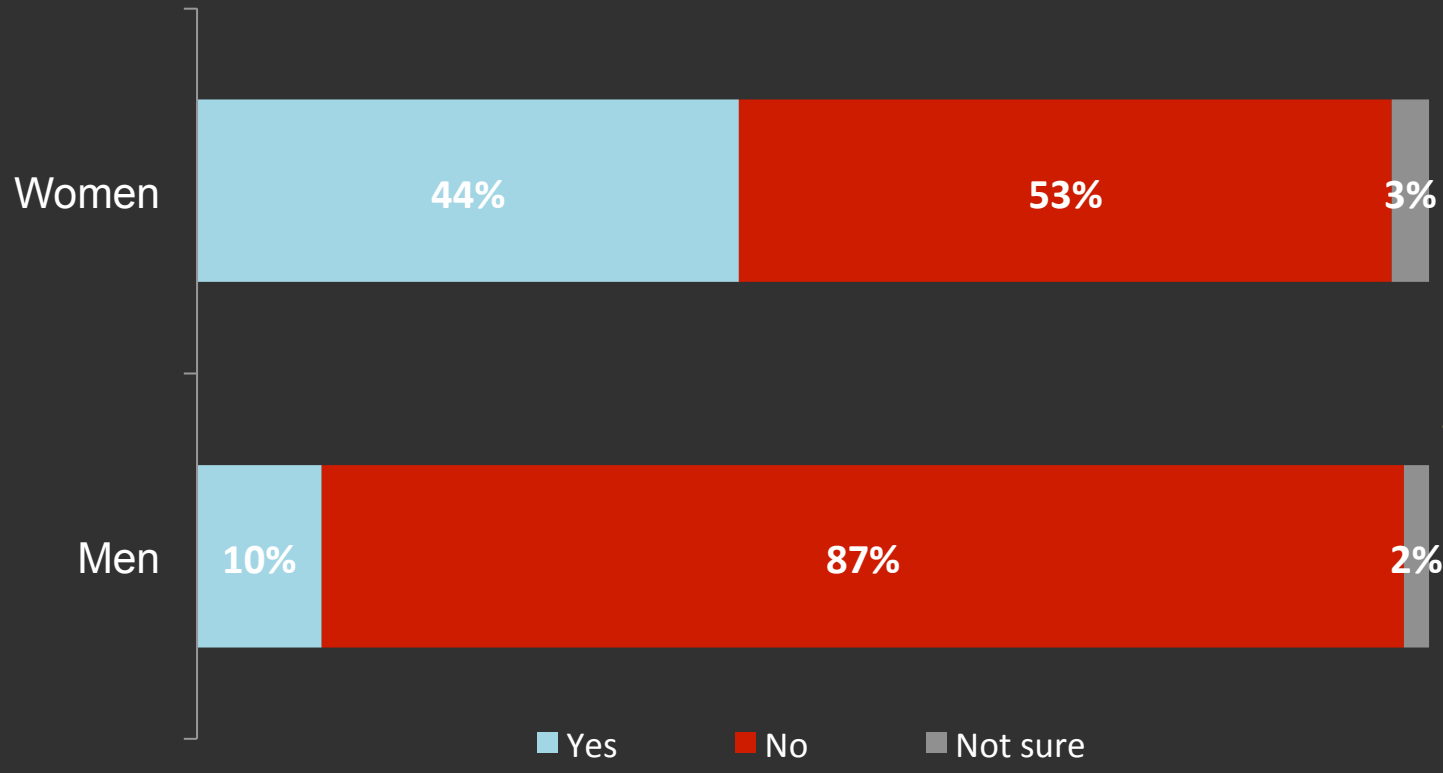
Investor Meeting Incidences

Q45. While you were meeting with investors, did any of the following occur? Please mark all that apply.



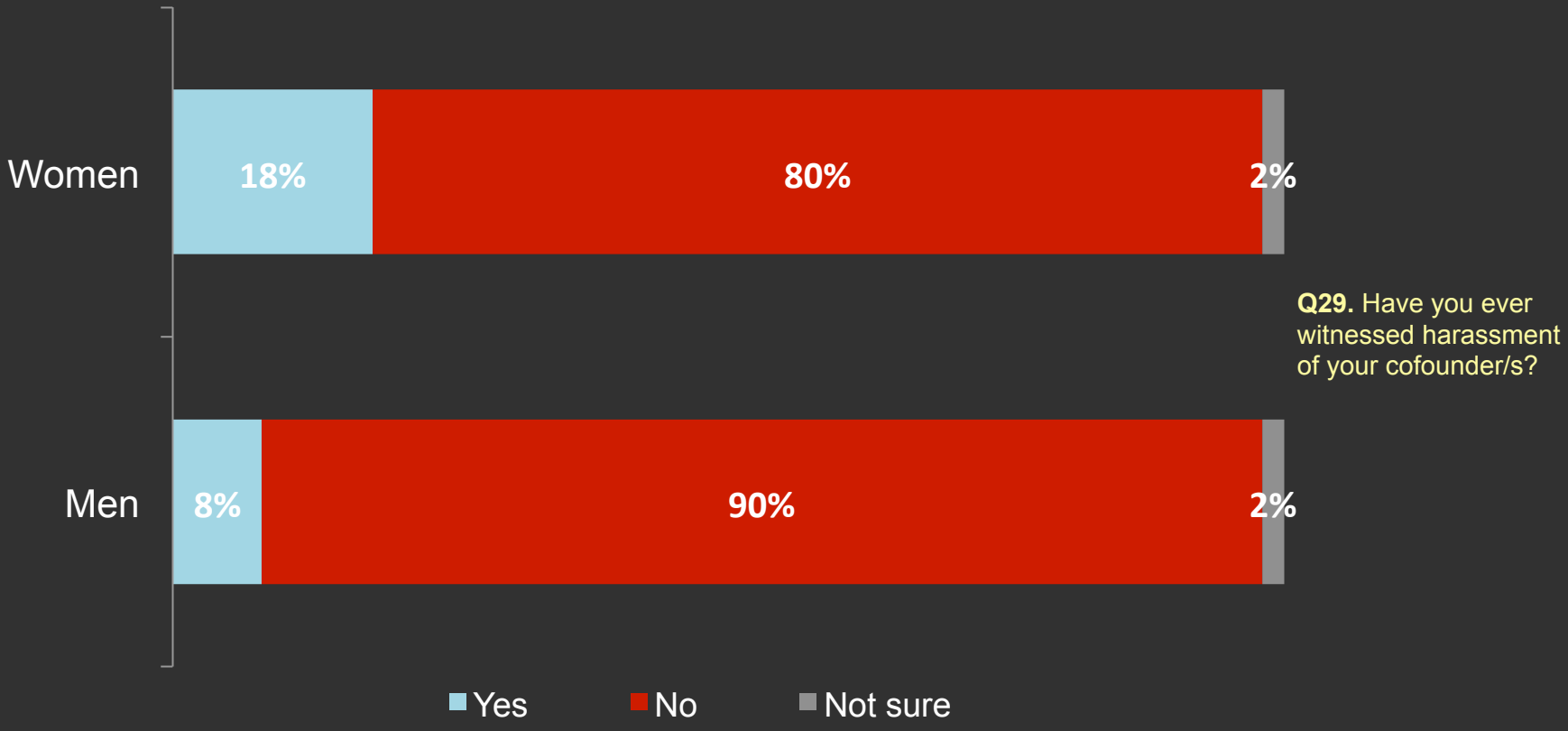
LINCOLN PARK STRATEGIES

Experienced Harassment As A Founder



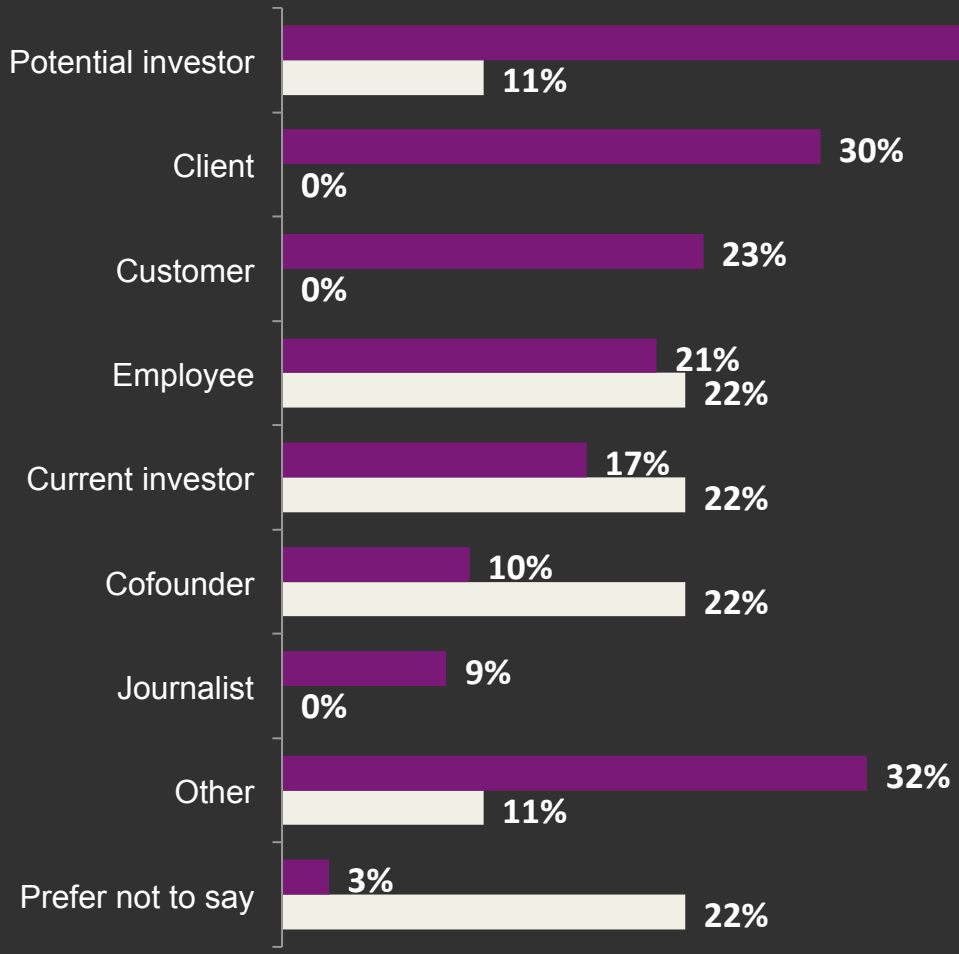
Q28. Have you ever experienced harassment in your position as the founder/cofounder of a startup?

Witnessed Harassment Of A Cofounder



Q29. Have you ever witnessed harassment of your cofounder/s?

Who Founders Were Harassed By



Q31. Who were you harassed by? Please mark all that apply.

Women

Men

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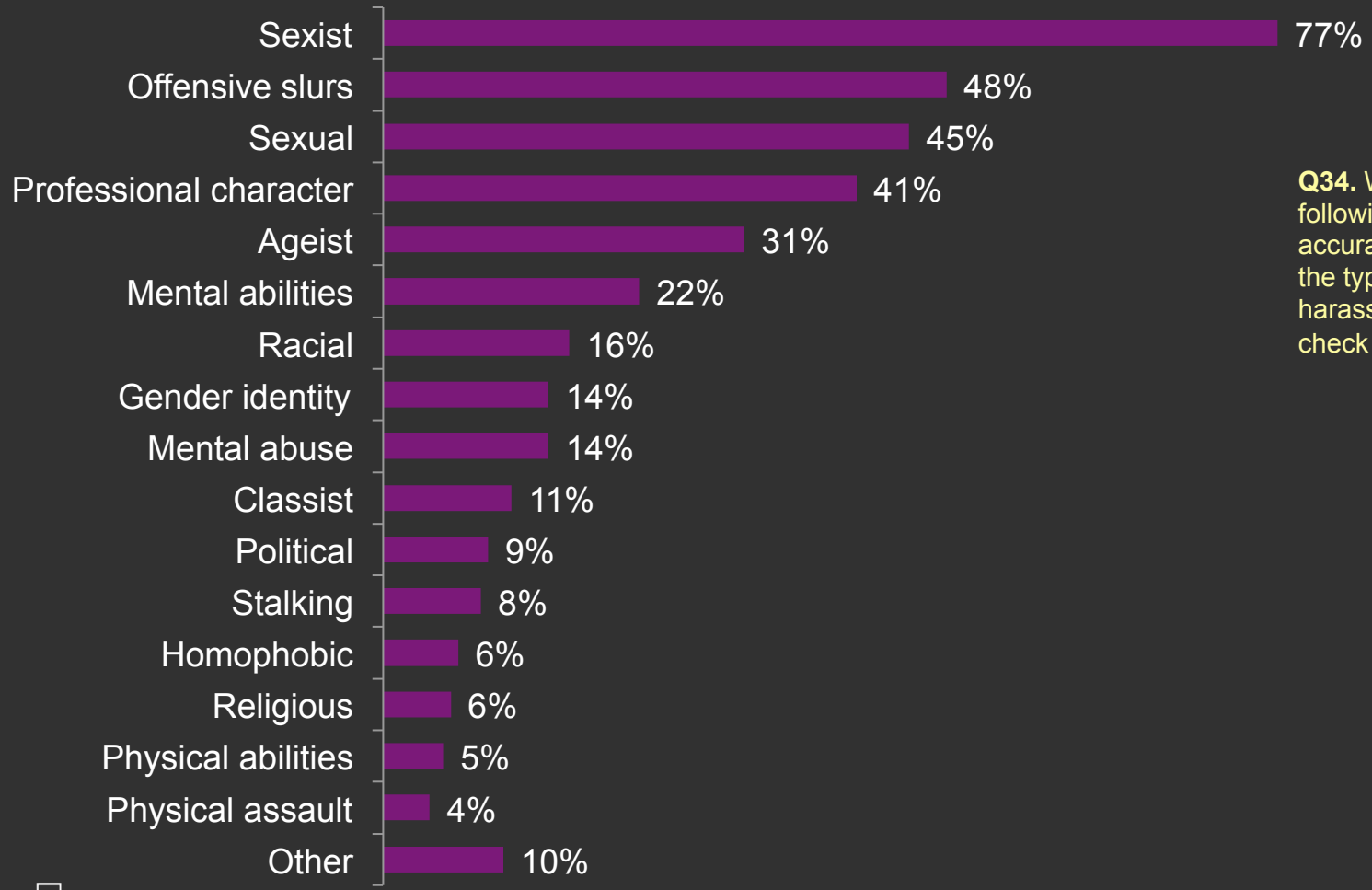
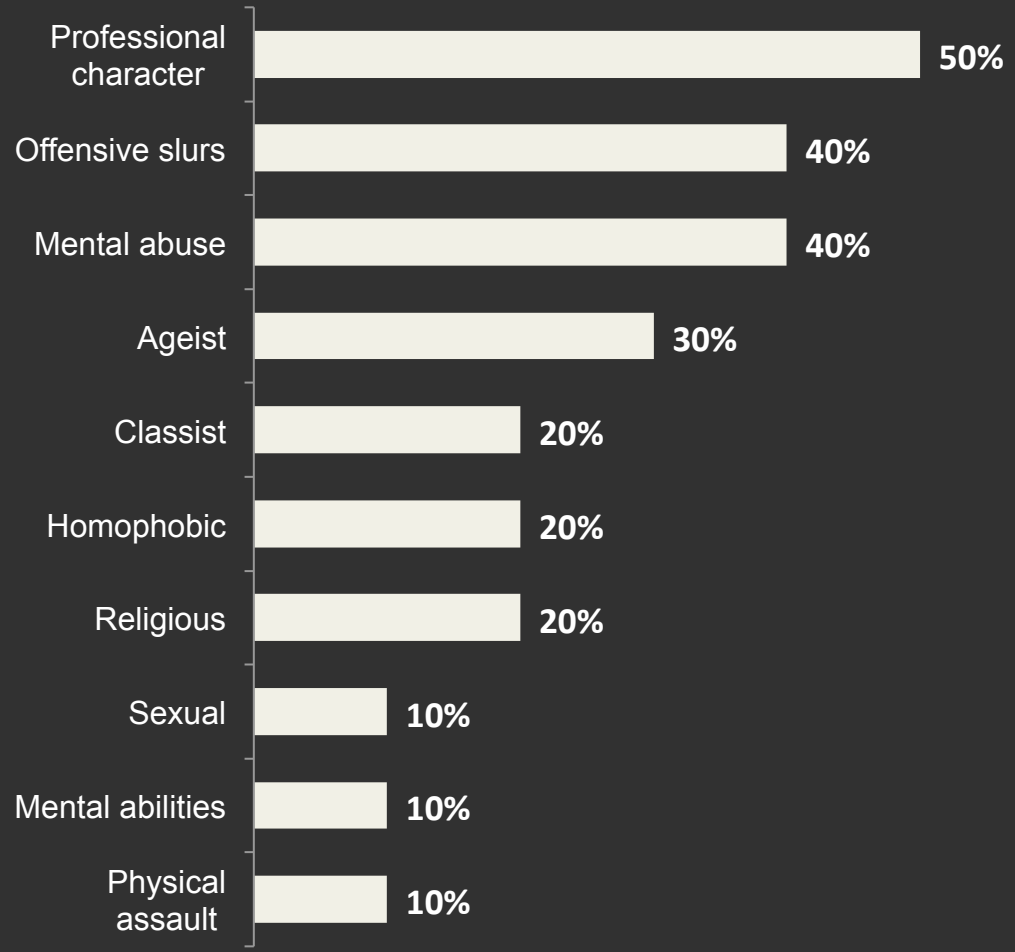
Type of Harassment Experienced By Women Founders



Q34. Which of the following most accurately describes the type of harassment? Please check all that apply.

LINCOLN PARK STRATEGIES

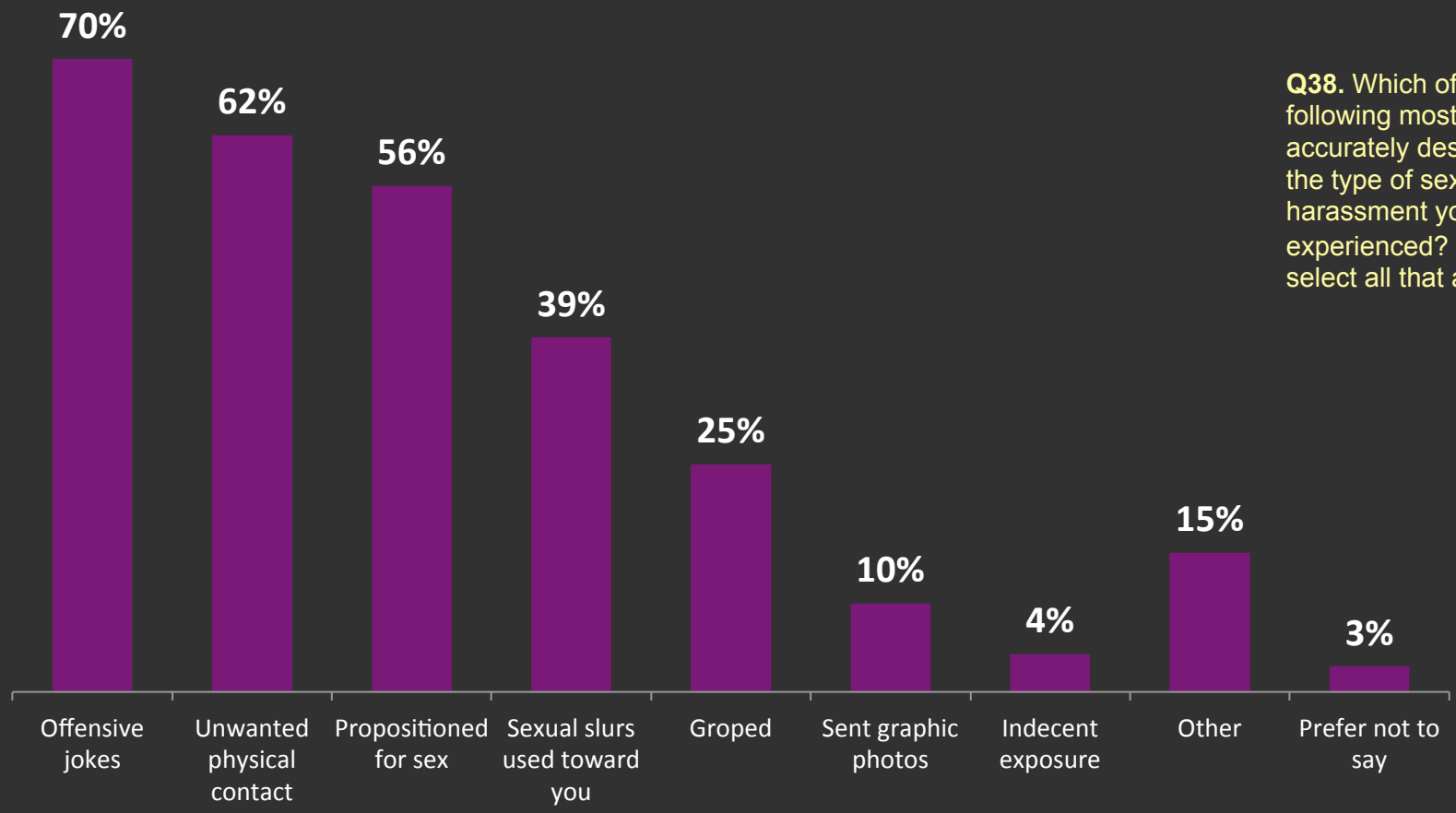
Type of Harassment Experienced By Men Founders



Q34. Which of the following most accurately describes the type of harassment? Please check all that apply.

LINCOLN PARK STRATEGIES

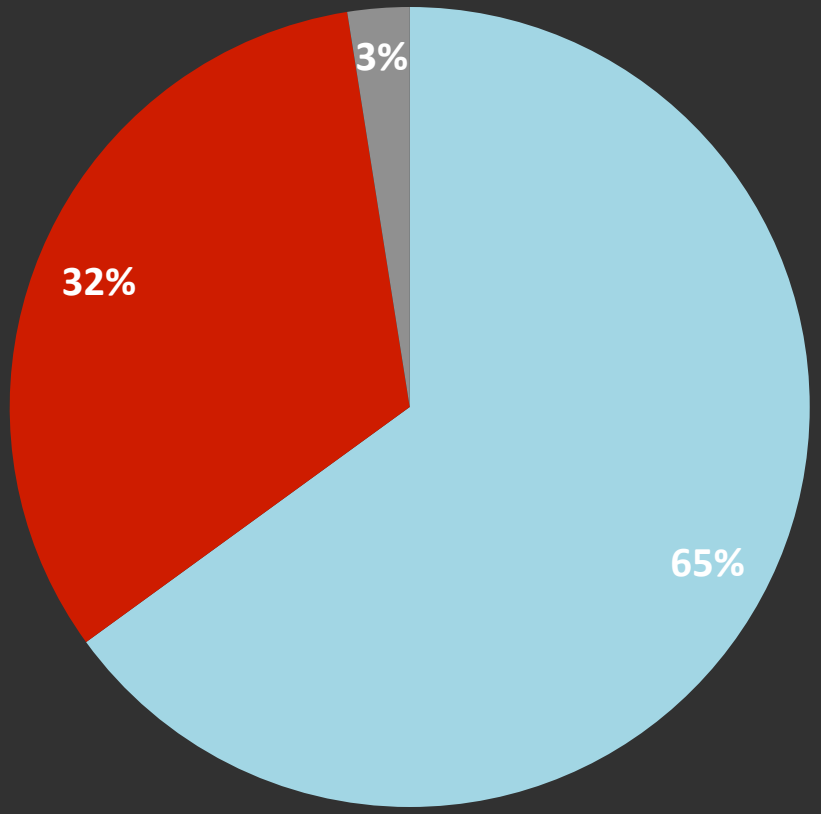
Sexual Harassment Experienced By Women Founders



Q38. Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

LINCOLN PARK STRATEGIES

Were Women Founders Propositioned For Sex In Exchange For Funding, Etc.?

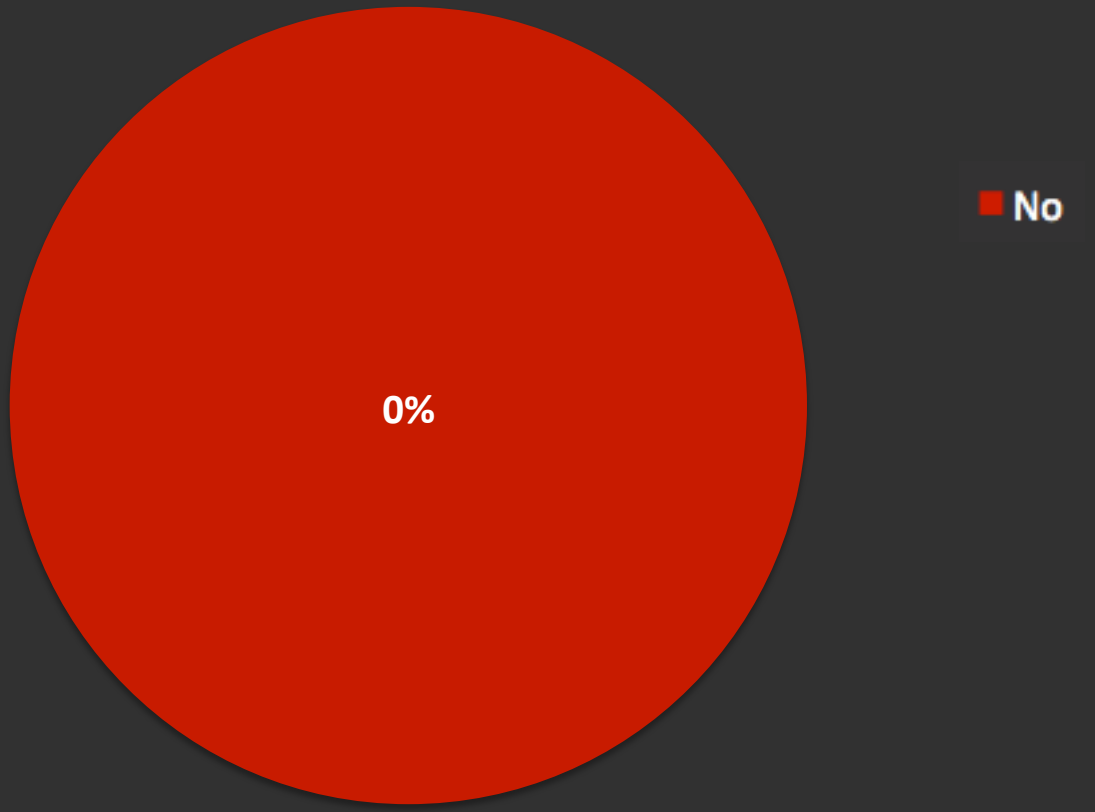


- Yes
- No
- Prefer not to say

Q39. [IF YES TO PROPOSITIONED FOR SEX] Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for funding, introductions, a job, etc.?

LINCOLN PARK STRATEGIES

Men Founders Who Were Propositioned For Sex



Q38. Which of the following most accurately describes the type of sexual harassment you experienced – Propositioned for sex?.

Additional Findings

- 53% of women respondents experienced harassment vs. 17% of men.
- 55% of LGBTQ respondents have experienced harassment vs. 42% heterosexual respondents.
- Of the founders who have experienced sexual harassment, 24% of them were groped.
- White employees (48%) are more likely to think the company believed their reports of harassment than employees of color (40%).
- While Millennial respondents reported less harassment overall, 45% who were harassed experienced sexual harassment vs. 40% of Gen X and 36% of Boomers.

Additional Findings Continued

- When it comes to tech employees trusting their company to handle harassment claims, one of the lowest trusting groups surveyed was Black respondents - 56% trust their company VS 75% of White respondents.
- 54% of Boomers report working 50+ hours/week vs. 43% of Millennials vs. 40% of Gen X.
- 74% of LGBTQ respondents have suppressed conversations about sexual orientation and relationships at work.
- The older a respondent, the more likely a coworker has stolen an idea and presented it as their own.
- White respondents (53%) are more likely to say that they feel like they have a good work-life balance vs. people of color (41%).

Note: Additional data and stats from the survey results are being calculated. Findings will be published soon.

Survey Methodologies and Demographics

These results are based on online surveys conducted with a sample of 950 adults in tech, aged 18 and older, worldwide, collected from July 18-28, 2017. Survey data may vary when compared to the tech industry at large due to sample size.

Demographics:

Out of 950 tech employees, founders, and investors surveyed:

- 77% were women and 22% were men
- .2% identify as transgender
- 77% were based in the US and 23% were based outside the US
- 78% White, 6% Black or African American, 6% South Asian, 5% Hispanic or Latinx, 5% East Asian, 2% Native American, 2% Middle Eastern or North African, 1% Native Hawaiian or other Pacific Islander, 4% other or prefer not to say
- 82% heterosexual, 15% LGBQ
- 18% under 30, 32% 30-39, 29% 40-49, 14% 50-59, 7% 60+

Where do the respondents work and what are their roles?

- 84% currently work in tech or at startup and 16% formerly worked in tech or at startup
- 39% currently work or formerly worked at a larger tech company, like Google, Microsoft, LinkedIn, Intel, Uber, Airbnb, etc
- 46% are a startup founder currently or founded a startup previously
- 38% are currently in management or senior management
- 32% are currently in c-suite or executive roles

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*Percentages may not add up to 100% due to rounding.

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