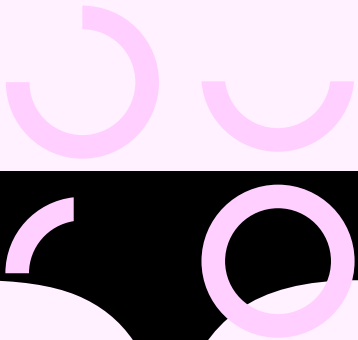


WOMEN WHO TECH STARTUP & TECH CULTURE SURVEY



2023



Craig Newmark Philanthropies



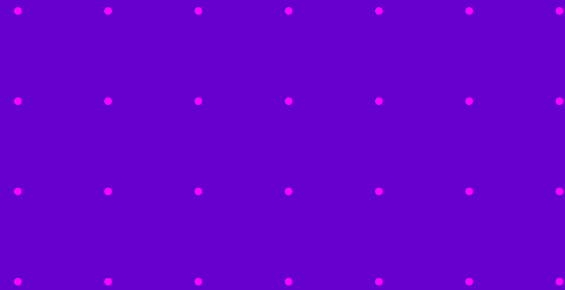
METHODOLOGY

930 interviews among adults in the tech and startup sector were conducted by Lincoln Park Strategies on behalf of Women Who Tech from January 22 - February 26, 2023 via an online survey.

Interviews were conducted among 415 founders, 89 investors, and 485 employees.

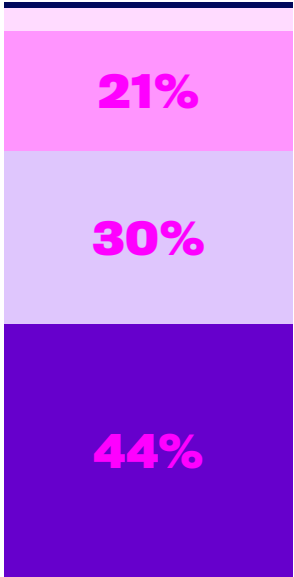
NOTE: Respondents may fit into more than one category.

WORKING IN THE TECH INDUSTRY



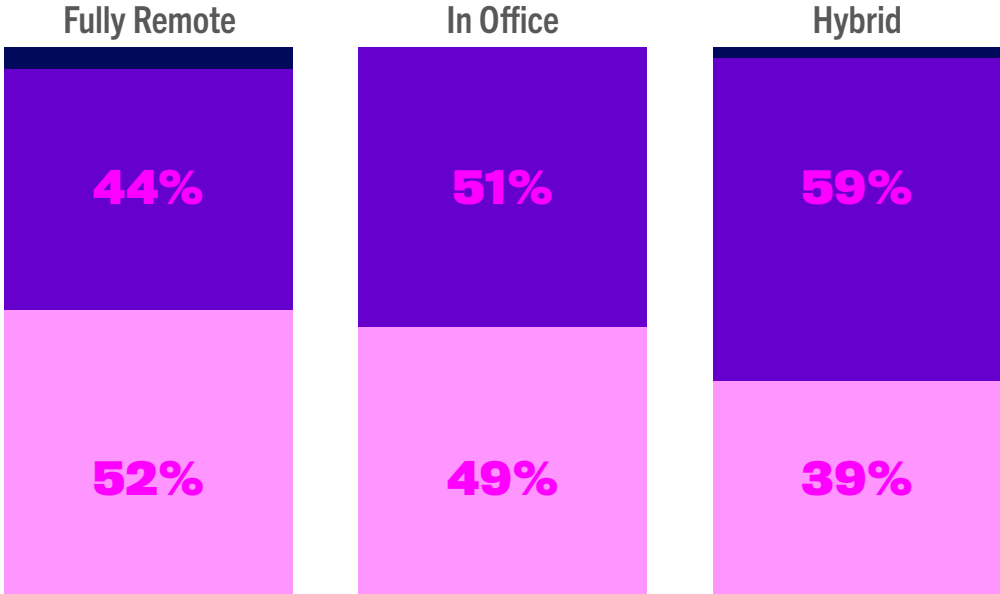
HYBRID VS. REMOTE WORK

Current Setup



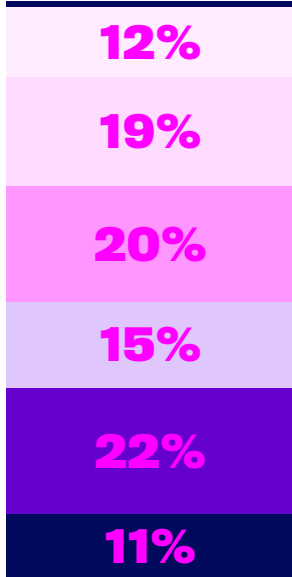
- Prefer not to say
- In office
- Fully remote
- Other
- Hybrid

Choice or Policy



- Required by company
- Allowed to choose
- Prefer not to say

Ideal Time in Office

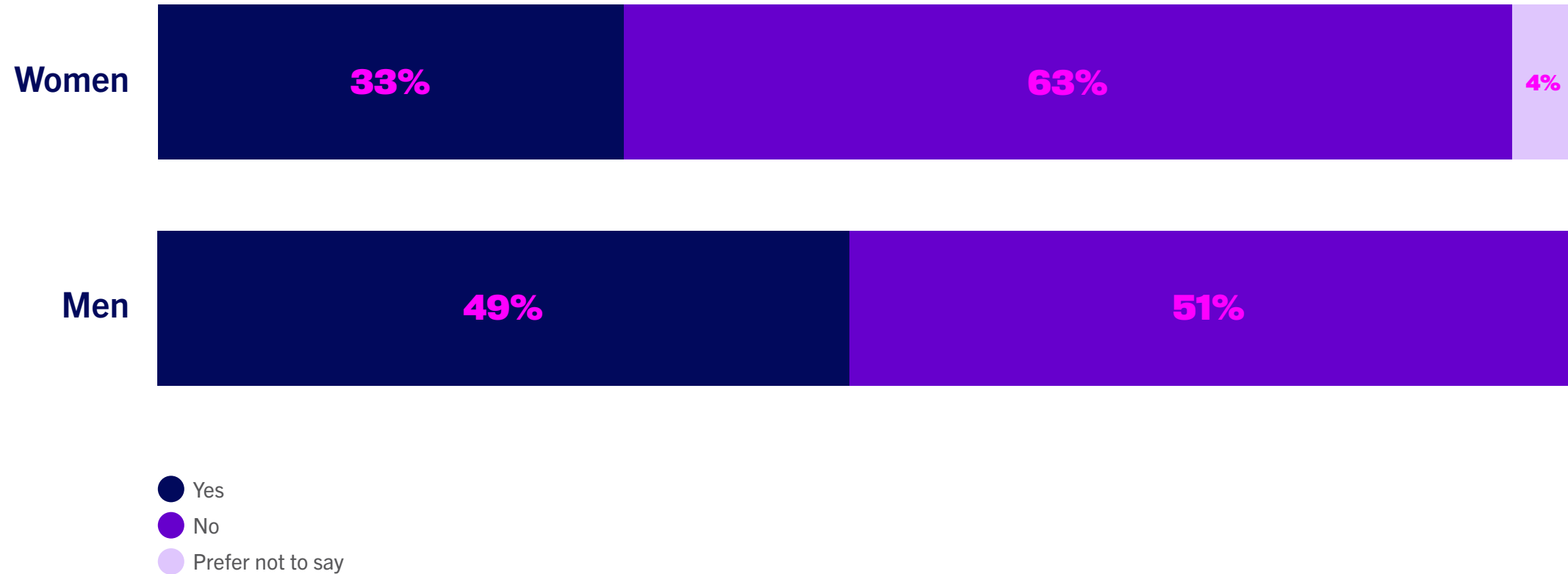


- 0%
- 1-20%
- 21-40%
- 41-60%
- 61-80%
- 81-100%
- DK

- Q6. What is your current office setup like?
- Q7. [IF REMOTE] Is your entire company fully remote or are you allowed to choose whether or not to work in the office?
- Q8. [IF OFFICE] Is being in the office a choice or is everyone at your company required to be in the office?
- Q9. [IF HYBRID] Is working hybrid a choice or is it company policy to be in the office a certain amount of time?
- Q10. Regardless of your current work setup, what percent of time would you ideally like to be in the office?



WORK / LIFE BALANCE



Q22. At your current company, is there an expectation that you need to sacrifice work-life balance or time off in order to get ahead?

WORKPLACE INCIDENTS

[FOUNDERS] You have been treated differently while raising funding for your startup because of your gender



● Women

● Men

[FOUNDERS] You have been told that you would be more likely to get funded if you were a man or had a cofounder that was a man



A coworker asked a colleague of another gender a question that they should have asked you



A coworker stole an idea or concept and presented it as their own



Suppressed conversations at work about your family or children



Suppressed conversations about your political beliefs



It has been insinuated or explicitly said at work that you'll start a family and leave your career



[FOUNDERS] An investor stole your idea or concept as their own



Suppressed conversations at work about your sexual orientation, gender identity, and/or relationships



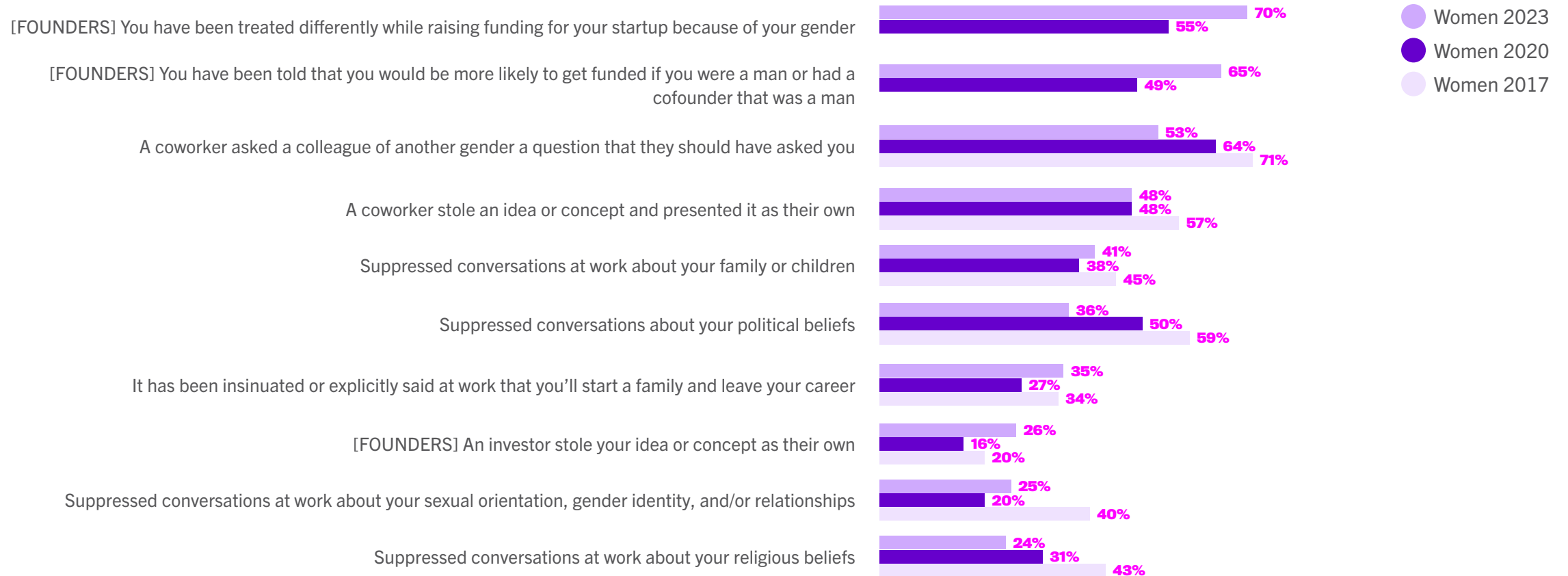
Suppressed conversations at work about your religious beliefs



Q31. Please indicate below how often each of the following occurred while you were working in the tech or startup sector.

% At least once

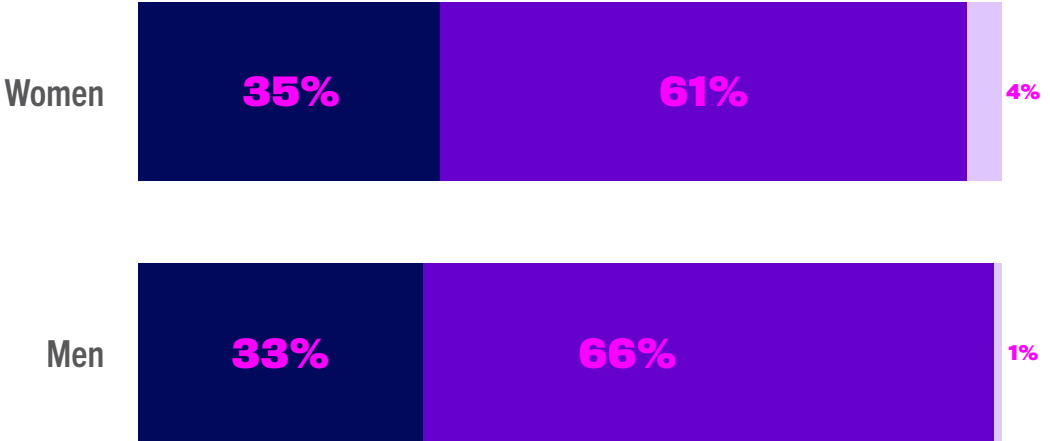
WORKPLACE INCIDENTS OVER TIME



Q31. Please indicate below how often each of the following occurred while you were working in the tech or startup sector.
% At least once

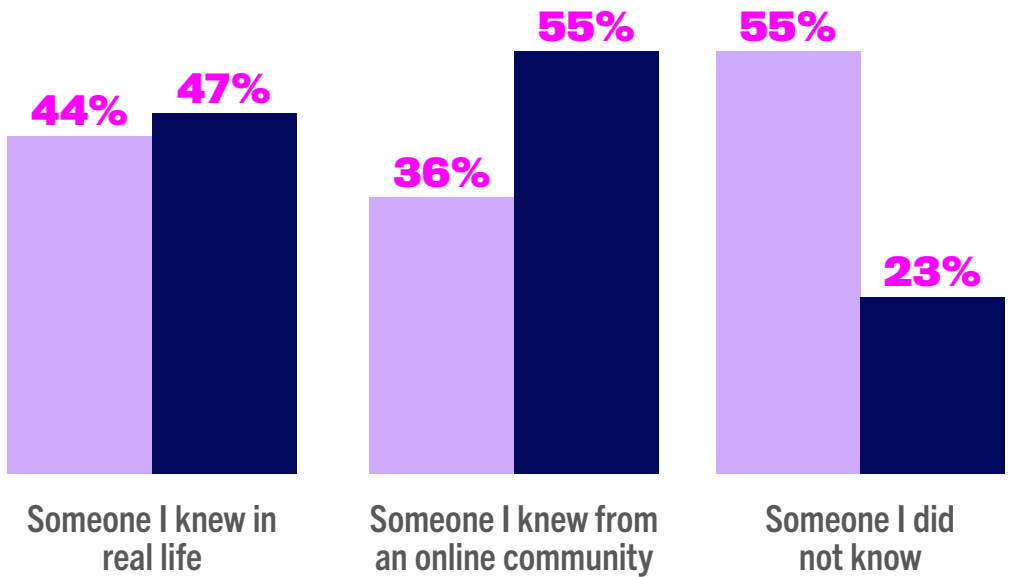
EXPERIENCED ONLINE HARASSMENT

Experienced Online Harassment



- Yes
- No
- Prefer not to say

Harassed By

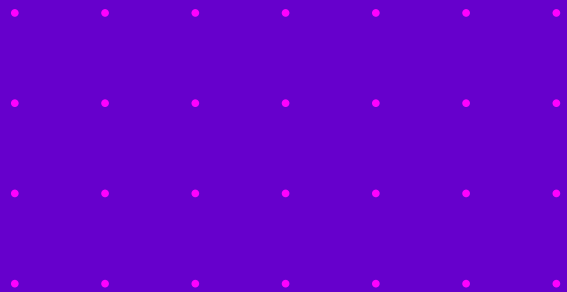


- Women
- Men

Q46. Have you ever been bullied, harassed, or threatened online (work or non-work related)?
 Q47. [IF HARASSED] Whoe were you harassed online by? Please select all that apply.

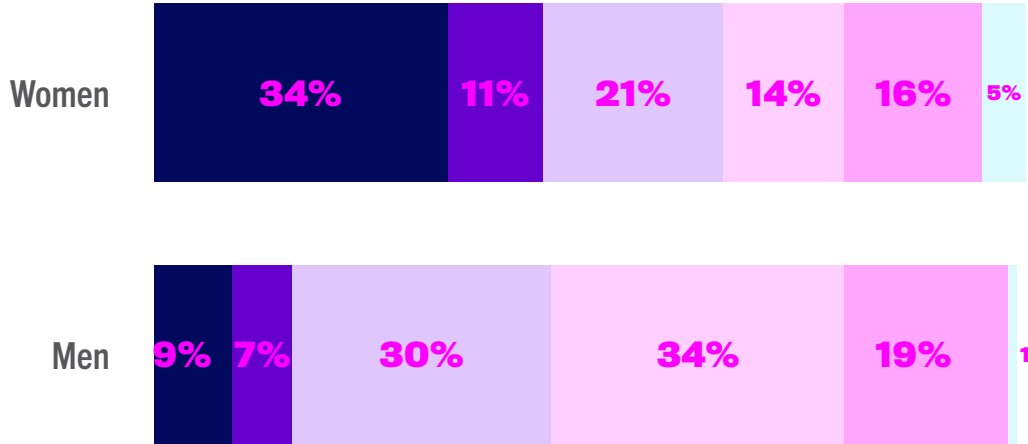


DIVERSITY



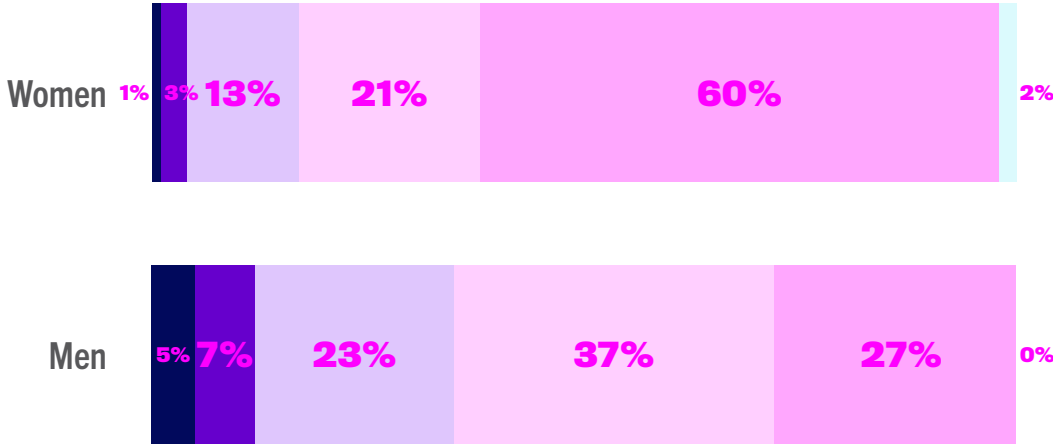
DIVERSITY

Statement: Diversity is a box that needs to be checked to avoid being canceled or called out.



- 1 - Completely disagree
- 2
- 3
- 4
- 5 - Completely agree
- Prefer not to say

Statement: Diversity is integral to the success of a VC firm, tech company, and/or startup.

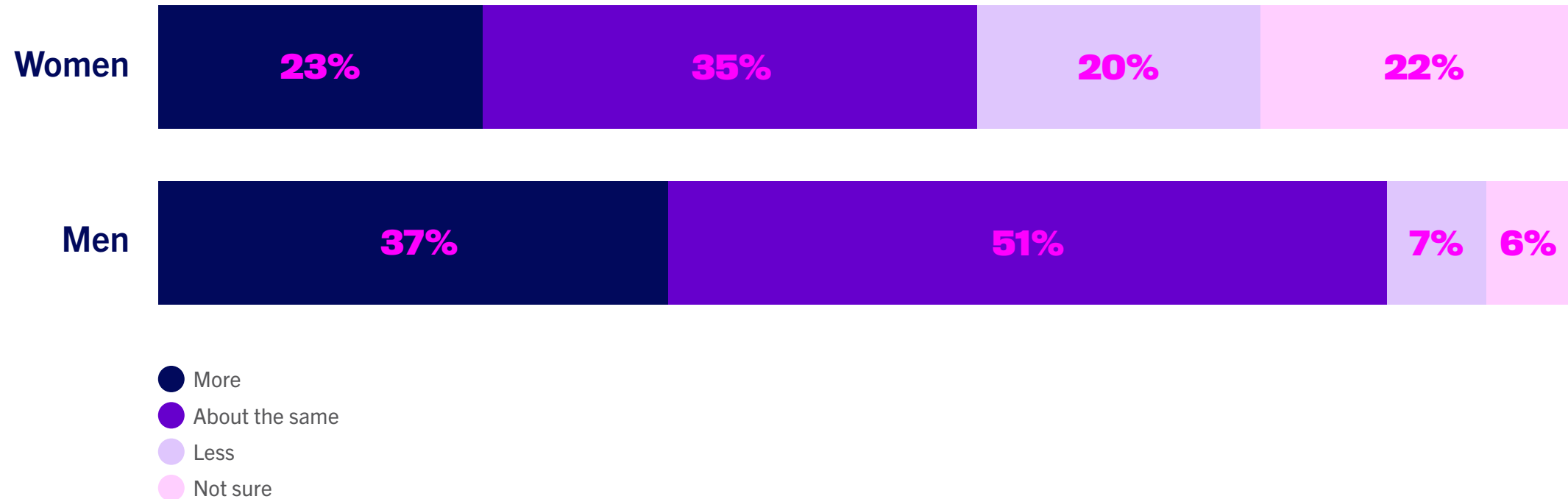


- 1 - Completely disagree
- 2
- 3
- 4
- 5 - Completely agree
- Prefer not to say

Q23. On a scale of 1 to 5, where a 5 means you completely agree and a 1 means you completely disagree, how much do you agree with the following statements?

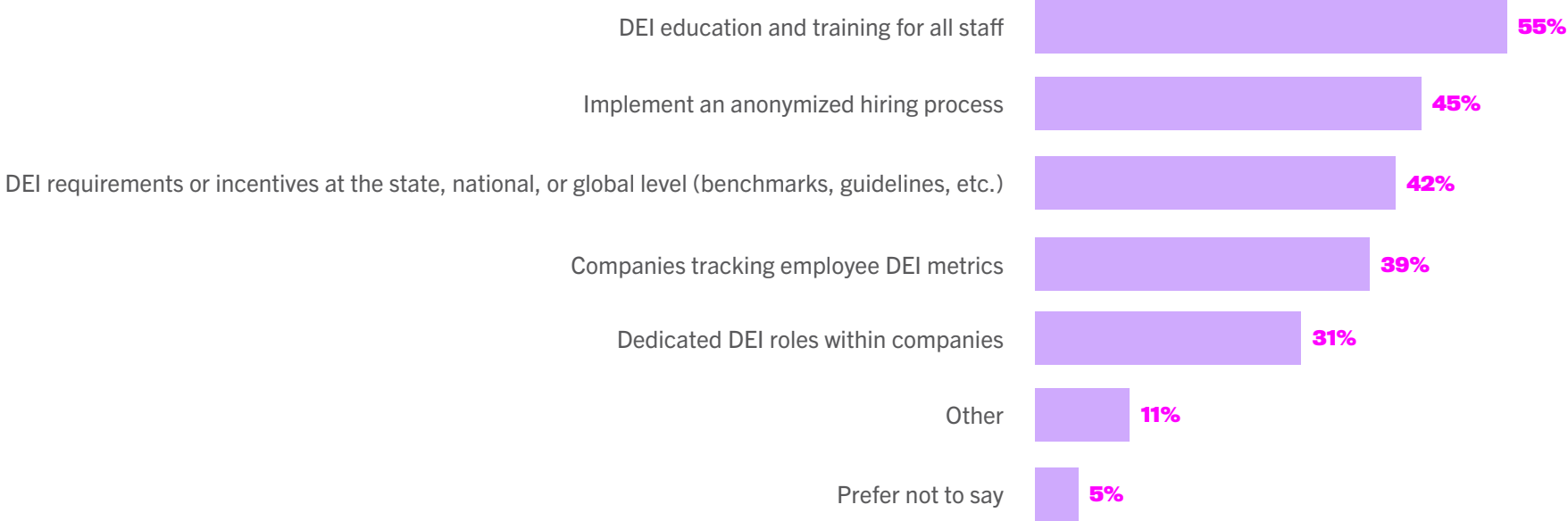


ARE TECH COMPANIES AND STARTUPS PROVIDING MORE OPPORTUNITIES TO UNDERREPRESENTED TEAMS?



Q24. Are tech companies and startups providing more or less opportunities for underrepresented founders and teams than they did in the last 1 to 2 years?

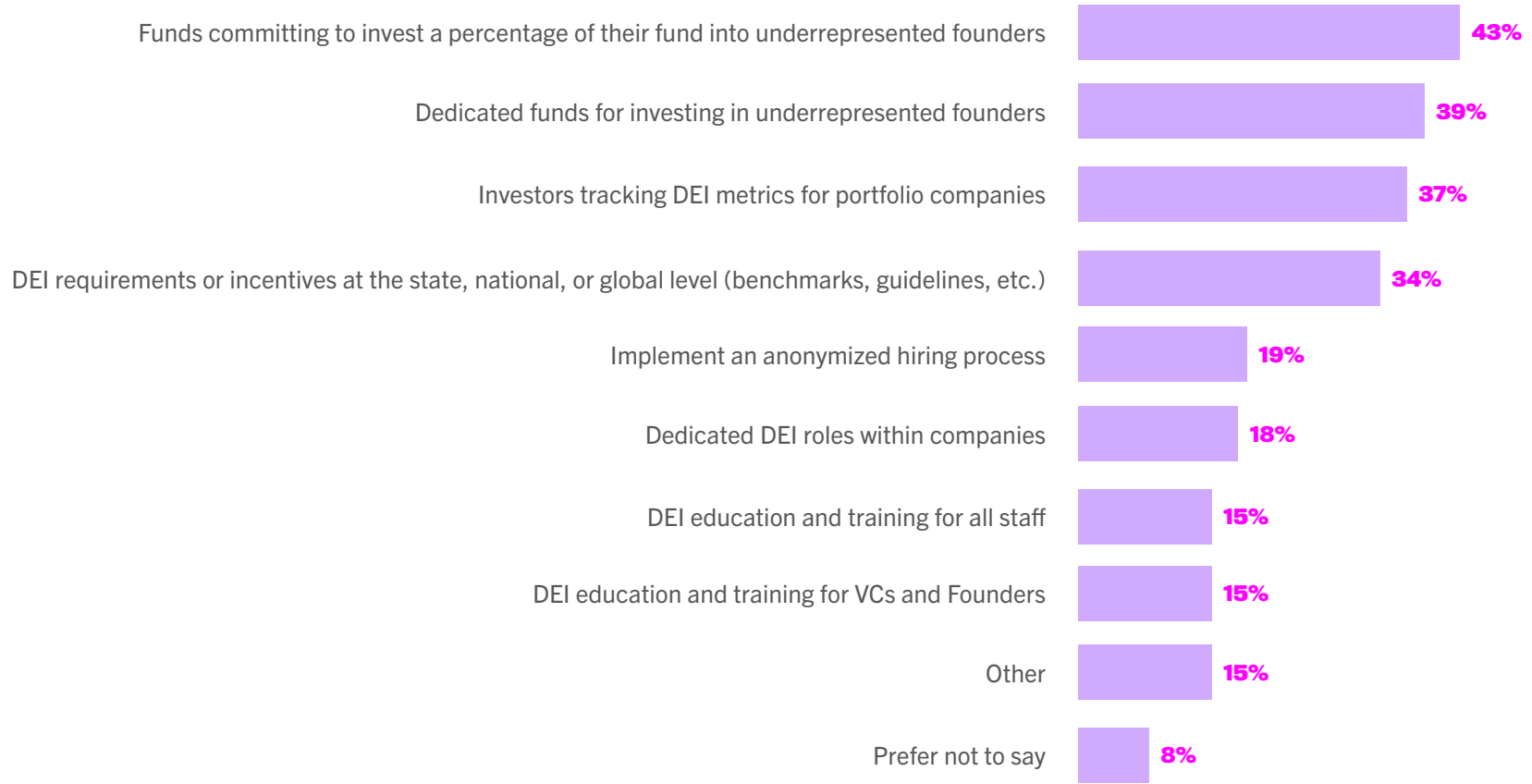
HOW TECH COMPANIES AND STARTUPS CAN INVEST IN DEI AND ENSURE PROGRESS



Q28. [NON-INVESTORS] When considering diversity, equity, and inclusion (DEI), what would you identify as the three most impactful investments that tech companies and startups can make to ensure progress and sustainability for DEI across sectors? Please select up to three.



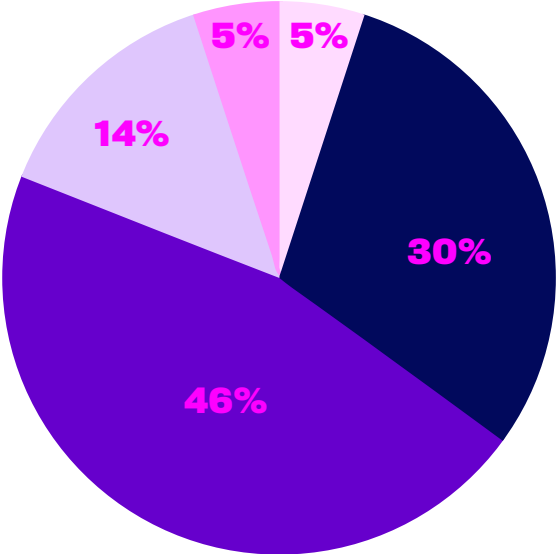
HOW INVESTORS VIEW DEI



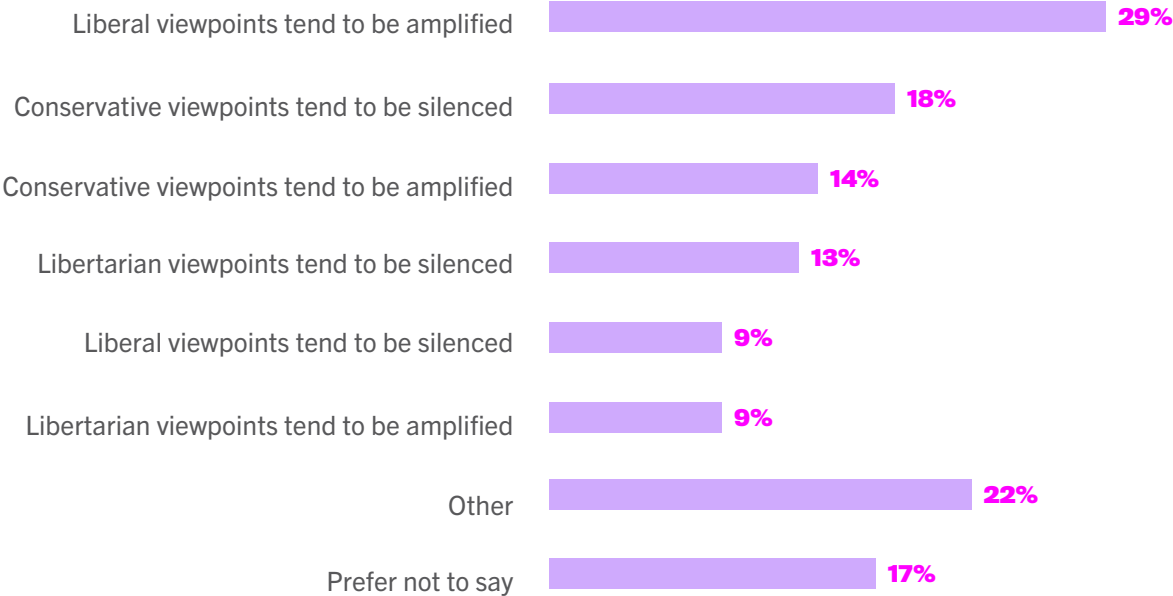
Q27. [INVESTORS] When considering diversity, equity, and inclusion (DEI), what would you identify as the three most impactful ways that investors and funds can make to ensure progress and sustainability for DEI across the startup sector? Please select up to three.

POLITICAL VIEWPOINTS

Free expression of all viewpoints at work

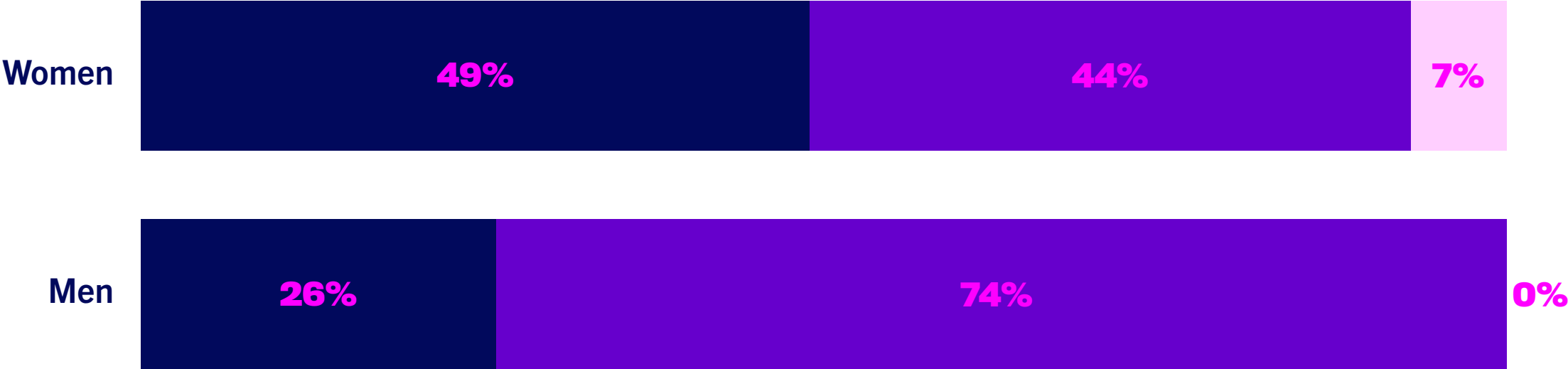


- Definitely
- Mostly
- Rarely
- Never
- Prefer not to say



Q39. Do you feel your place of work allows for the free expression of all political viewpoints?
 Q30. And which of the following applies to your place of work? Please select all that apply.

EXPERIENCED DISCRIMINATION

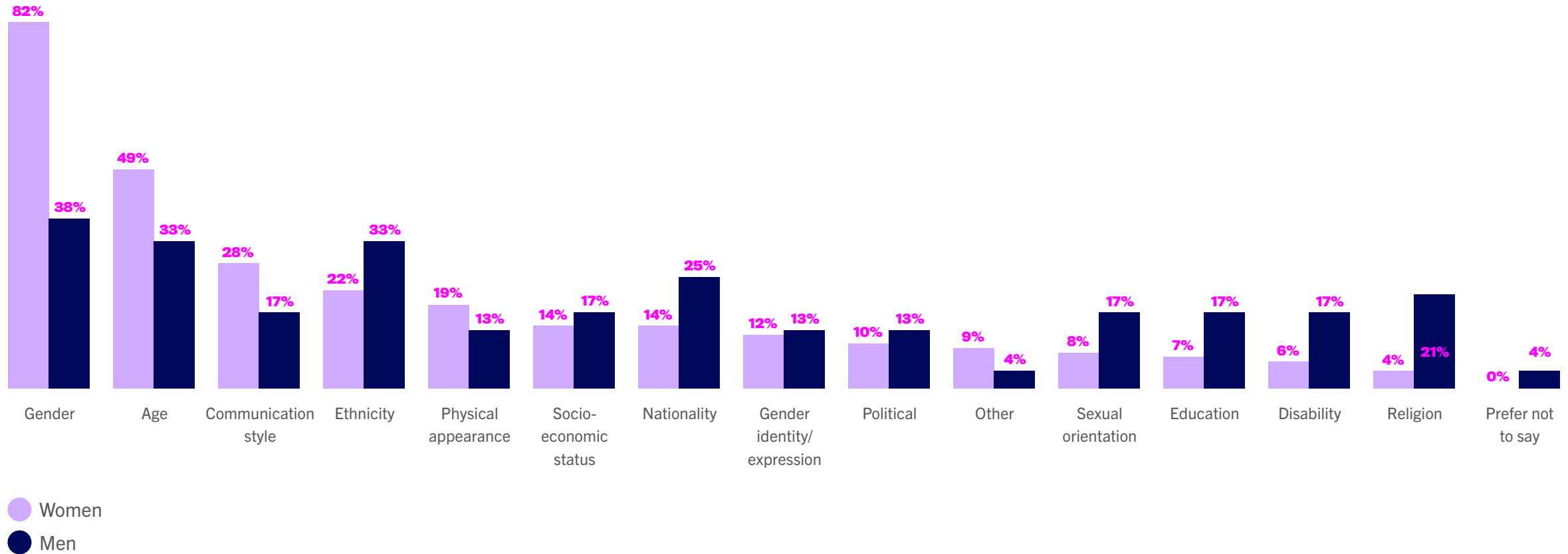


- Yes
- No
- Prefer not to answer

Q25. In the last 12 months, have you experienced any form of discrimination while working in the tech or startup sector?

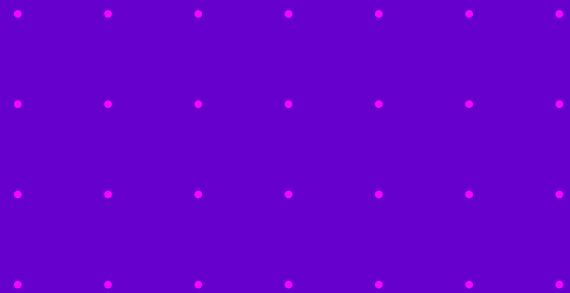


TYPES OF DISCRIMINATION EXPERIENCED



Q26. [IF DISCRIMINATED] What kind of discrimination have you experienced? Please select all that apply.

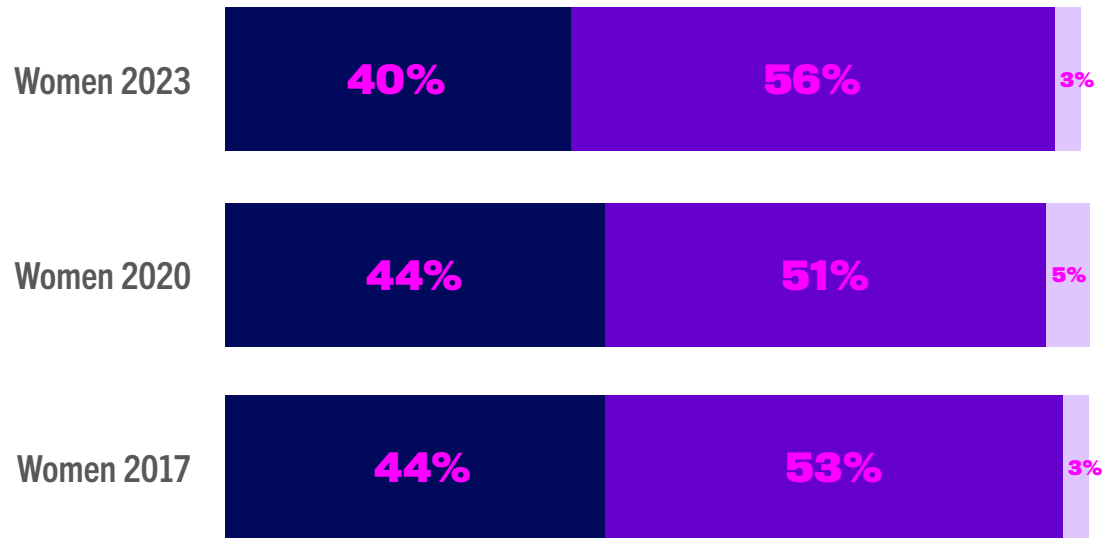
EXPERIENCES OF FOUNDERS



WOMEN FOUNDERS WHO EXPERIENCED SEXUAL HARASSMENT OVER TIME

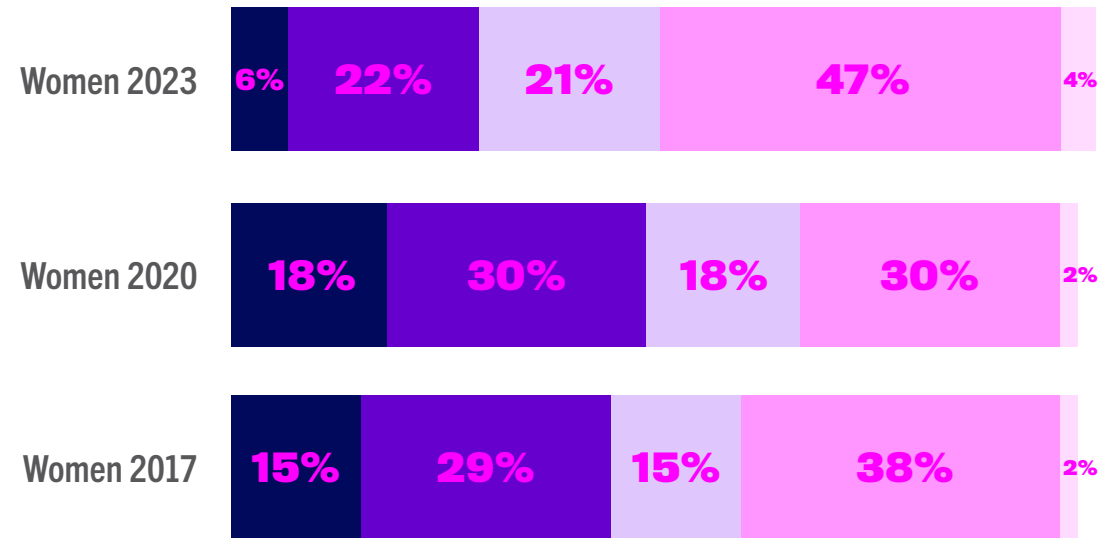


Experienced as Founder



- Yes, I have experienced harassment
- No, I have never experienced harassment
- Prefer not to say

How Often

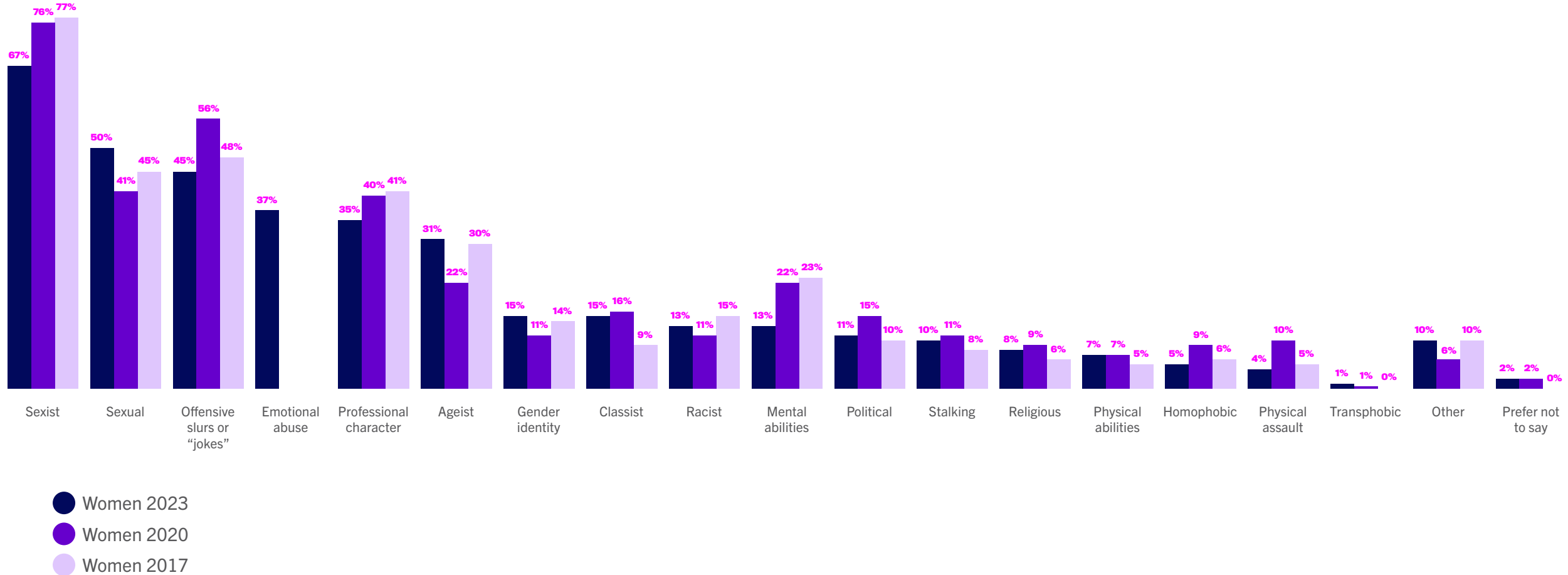


- Once
- 2-3 times
- 4-5 times
- 6 times or more
- Prefer not to say

Q32. Have you ever experienced harassment at a tech company or startup you've worked for?

Q36. [IF EXPERIENCED] How often did this harassment occur?

TYPES OF DISCRIMINATION WOMEN FOUNDERS EXPERIENCED OVER TIME

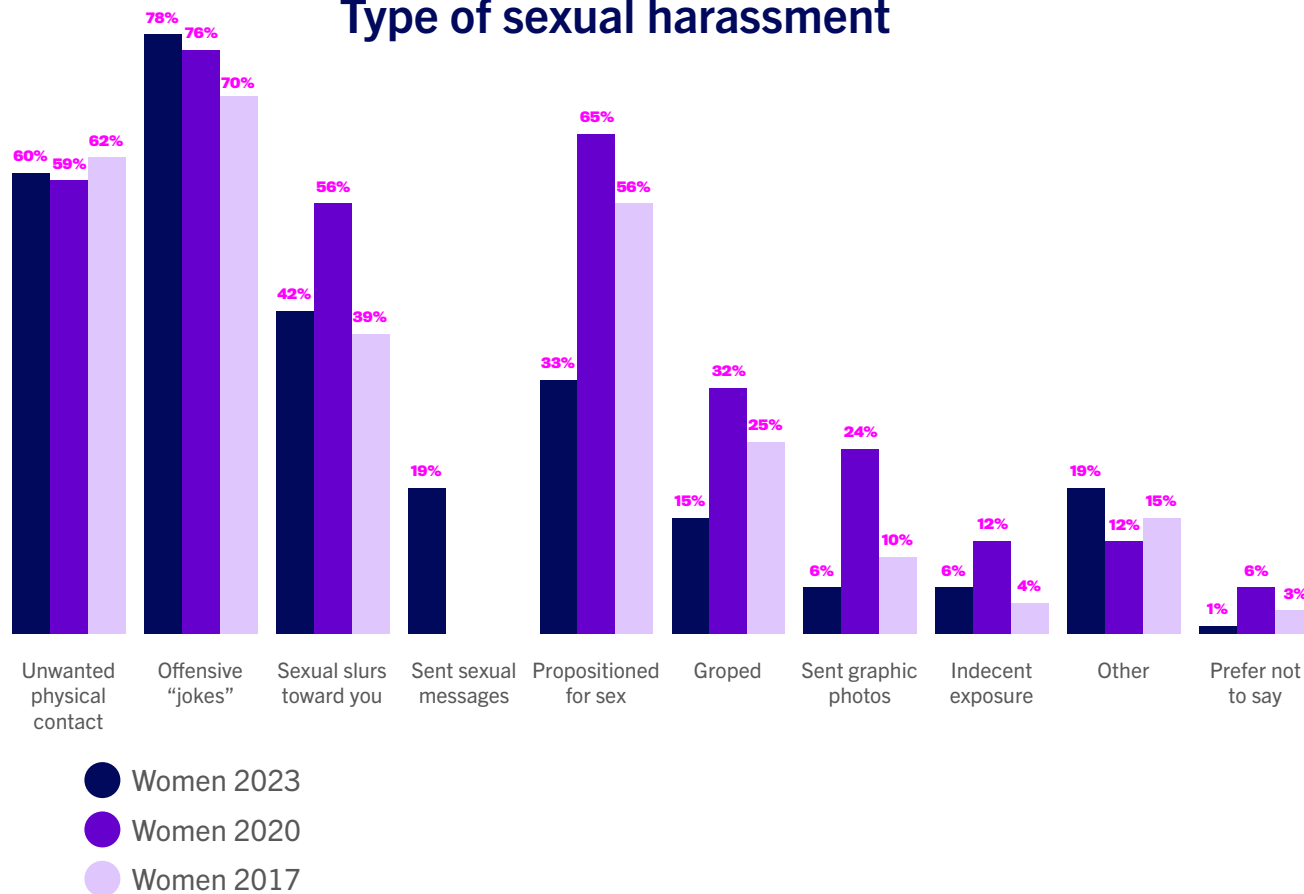


Q35. [IF EXPERIENCED – FOUNDER] And which of the following most accurately describes the type of harassment? Please select all that apply.

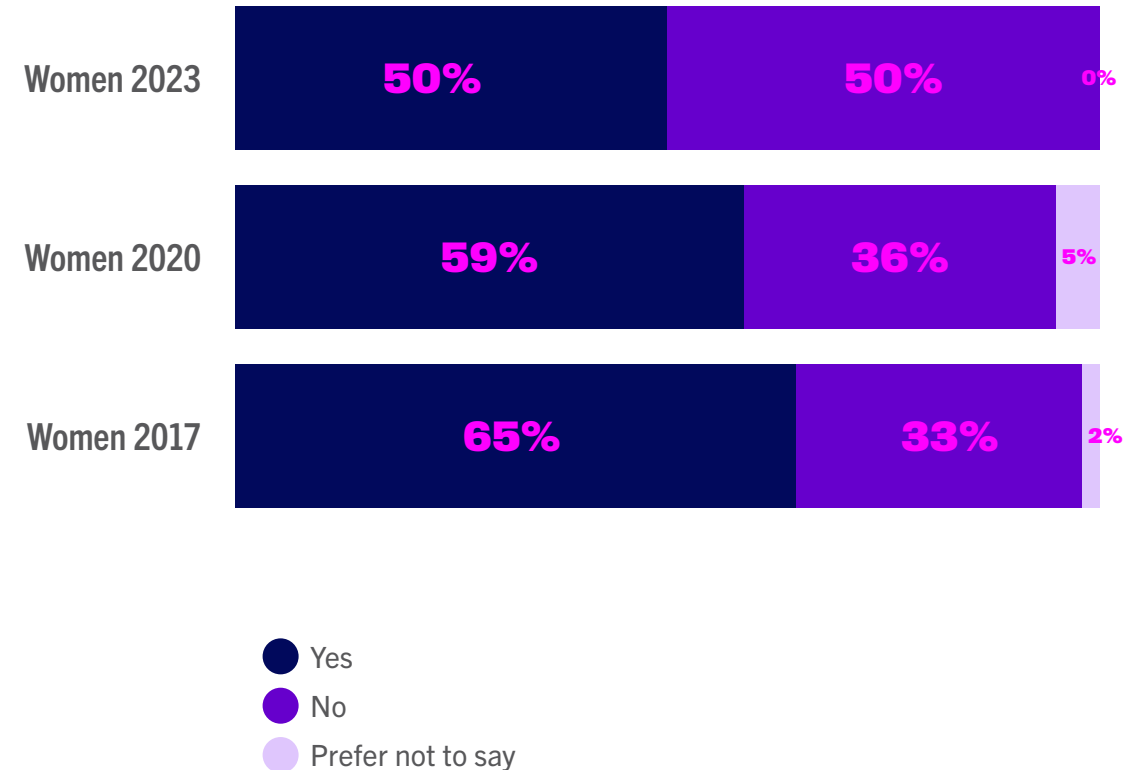
TYPES OF SEXUAL HARASSMENT WOMEN FOUNDERS FACED OVER TIME



Type of sexual harassment



Propositioned in exchange for funding, etc.

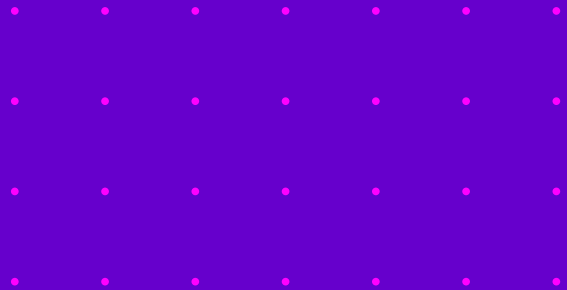


Q37. [IF YES TO SEXUAL HARASSMENT IN Q31=1] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

Q38. [IF YES TO PROPOSITIONED FOR SEX – FOUNDER] Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for funding, introductions, a job, etc.?

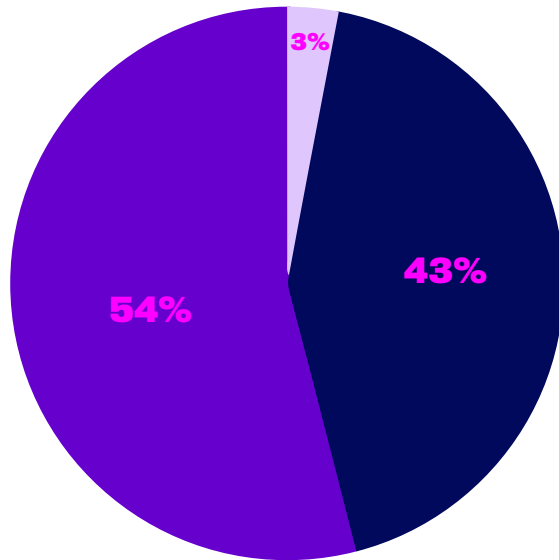


EXPERIENCES OF WOMEN INVESTORS



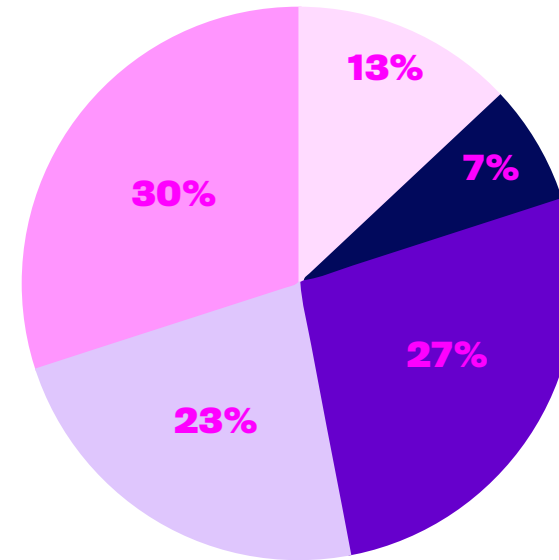
WOMEN INVESTORS WHO EXPERIENCED HARASSMENT

Experienced as an investor



- Yes, I have experienced harassment
- No, I have never experienced harassment
- Prefer not to say

How often

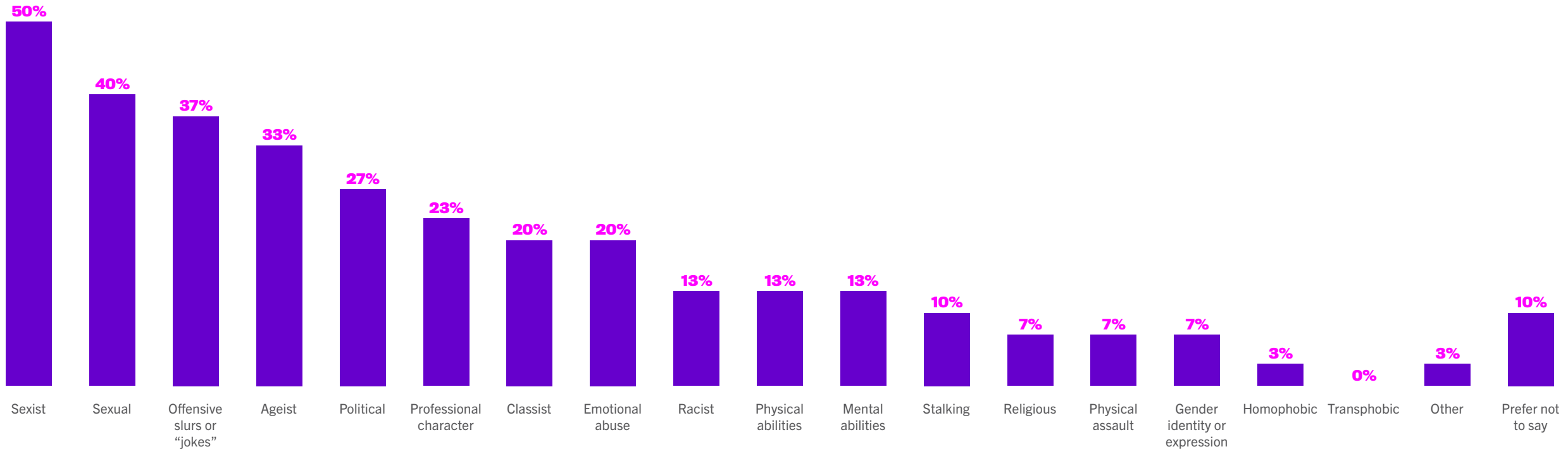


- Once
- 2-3 times
- 4-5 times
- 6 times or more
- Prefer not to say

Q39. Have you ever experienced harassment in your role as an investors?

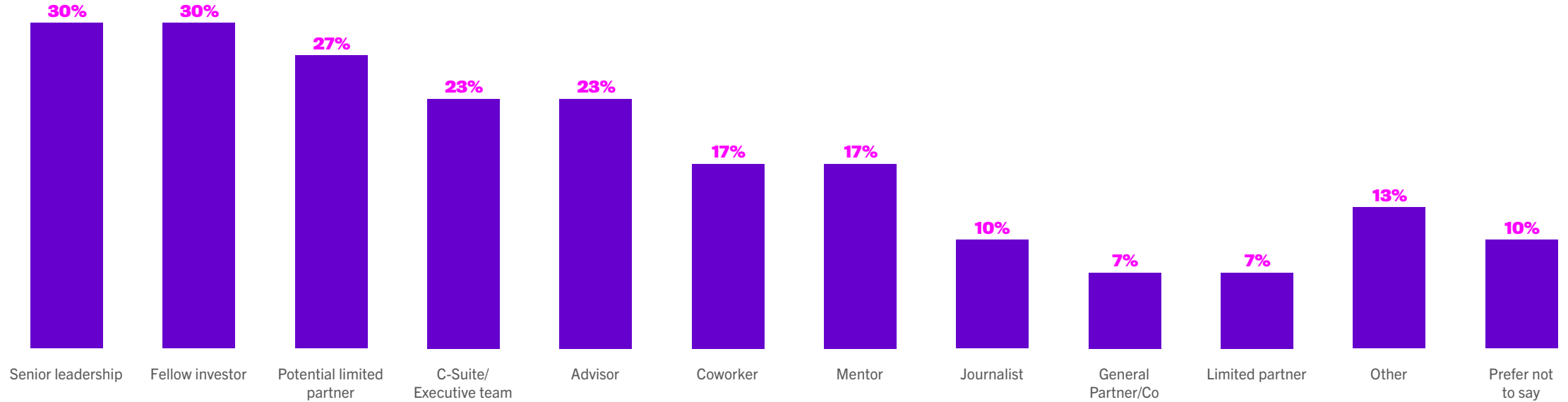
Q43. [IF EXPERIENCED] How often did this harassment occur?

TYPES OF HARASSMENT WOMEN INVESTORS EXPERIENCED



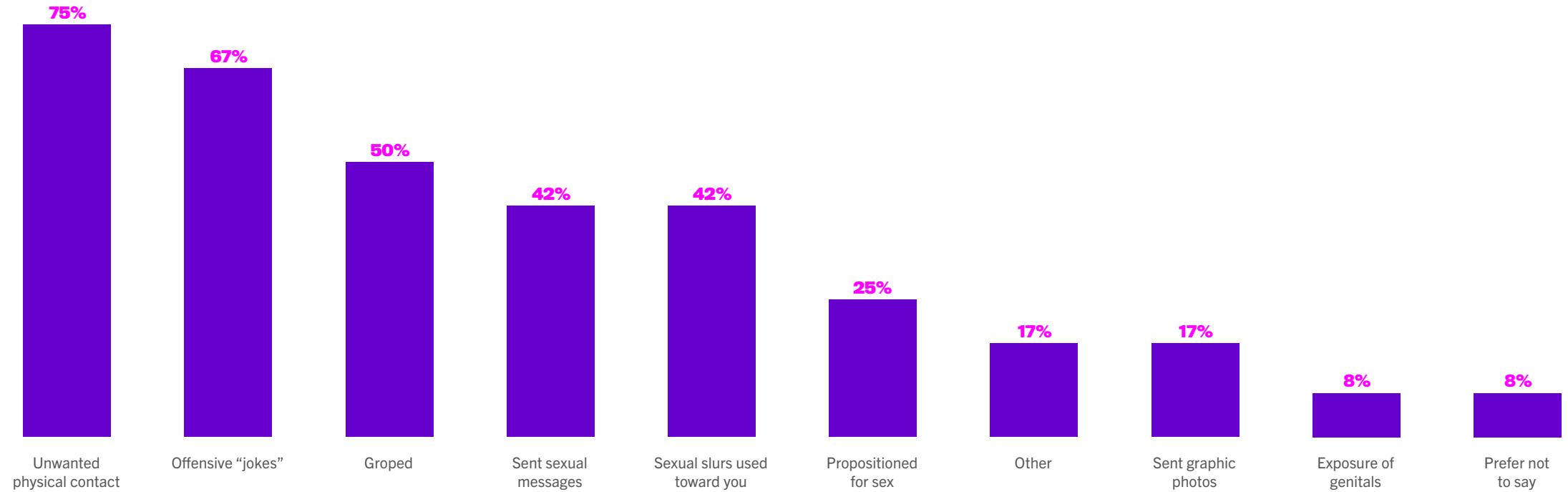
Q42. [IF EXPERIENCED] And which of the following most accurately describes the type of harassment? Please select all that apply.

WHO WOMEN INVESTORS WERE HARASSED BY



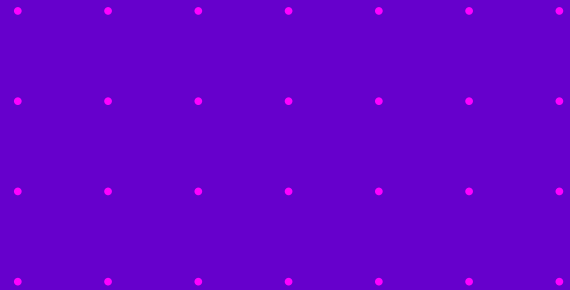
Q32. [IF EXPERIENCED] Who were you harassed by? Please select all that apply.

TYPES OF SEXUAL HARASSMENT WOMEN INVESTORS EXPERIENCED



Q44. [IF YES TO SEXUAL HARASSMENT IN Q31=1] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

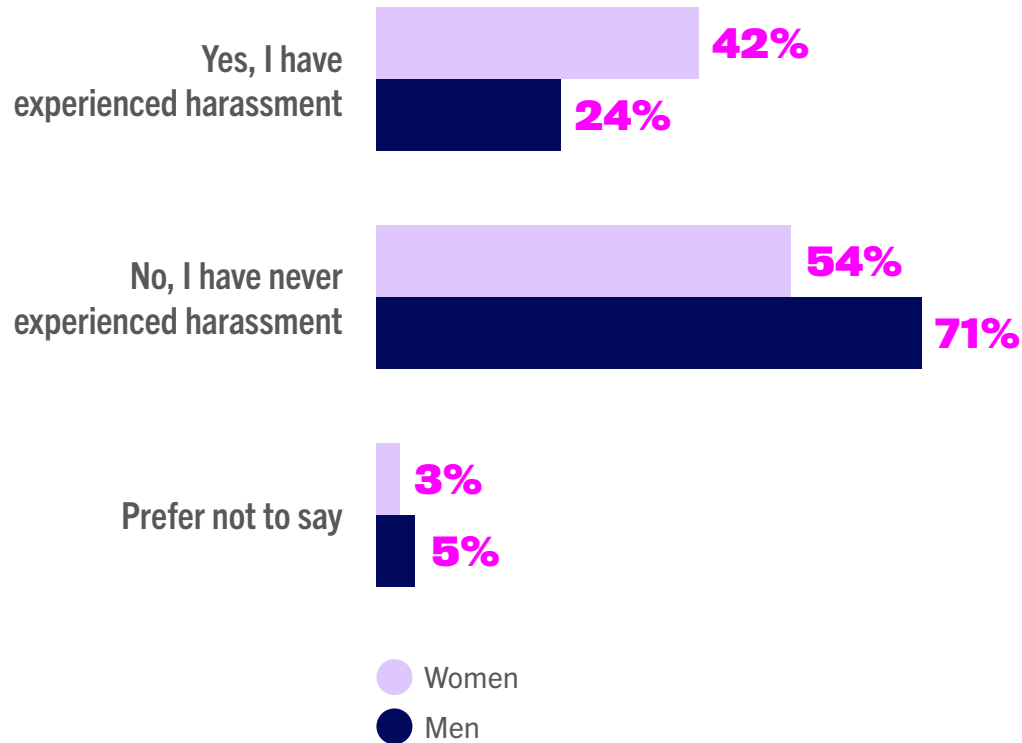
EXPERIENCES OF TECH EMPLOYEES



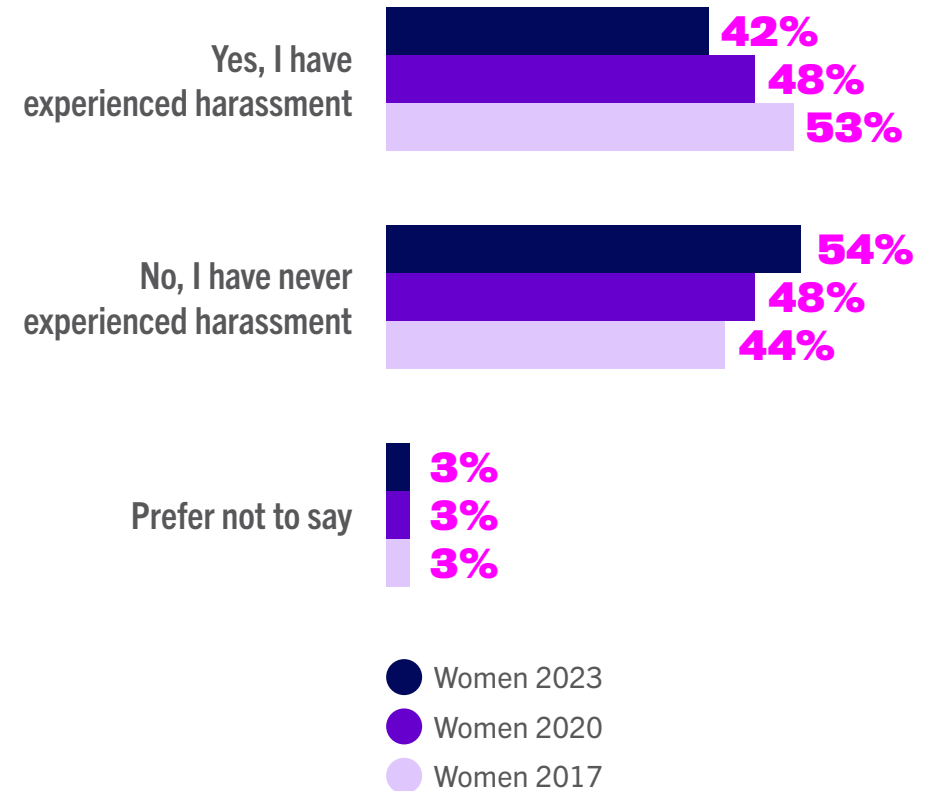
PEOPLE WORKING AT TECH COMPANIES WHO EXPERIENCED HARASSMENT



2023

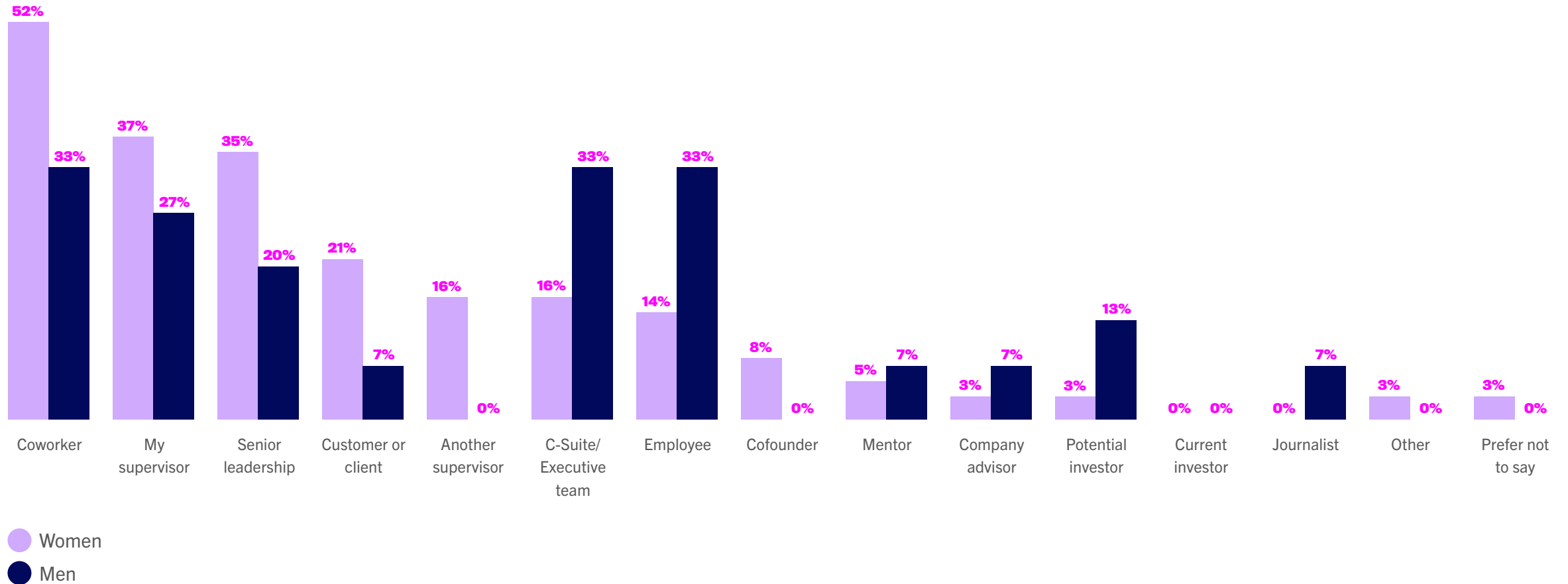


Time Series



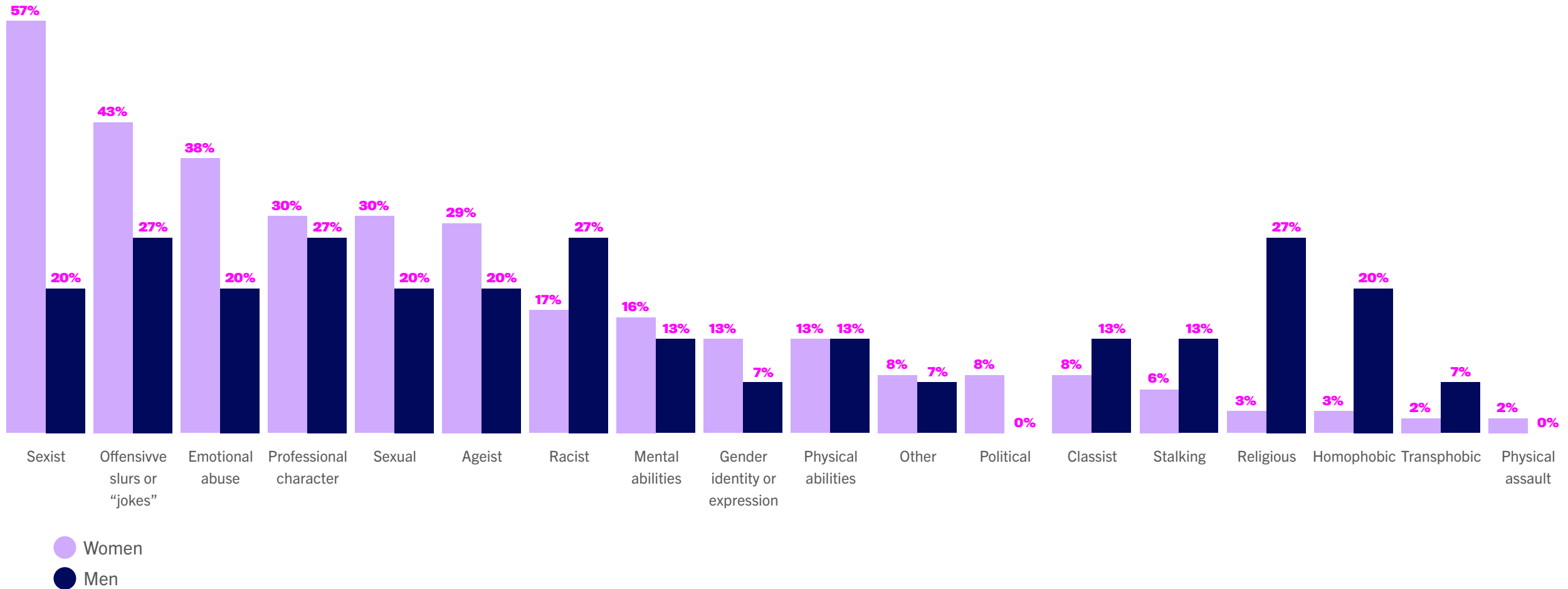
Q32. Have you ever experienced harassment at a tech company or startup you've worked for?

WHO HARASSED EMPLOYEES WORKING AT TECH COMPANIES



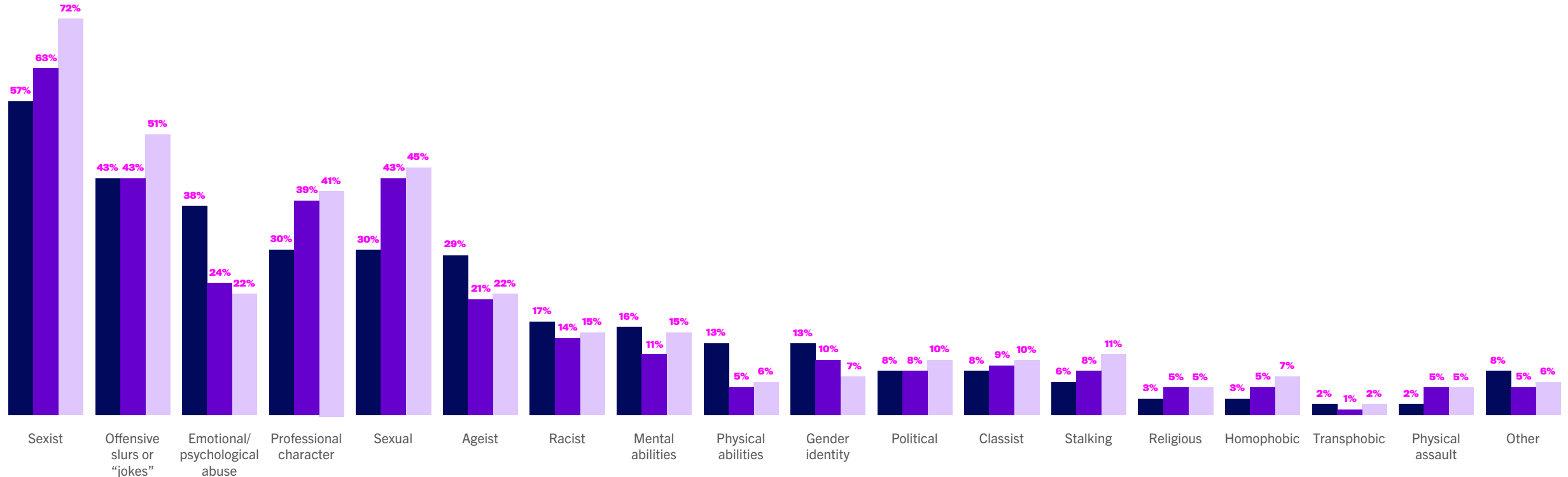
Q34. [IF EXPERIENCED] Who were you harassed by? Please select all that apply.

TYPES OF HARASSMENT PEOPLE WORKING IN TECH EXPERIENCED



Q35. [IF EXPERIENCED] And which of the following most accurately describes the type of harassment? Please select all that apply.

TYPES OF HARASSMENT WOMEN WORKING IN TECH EXPERIENCED



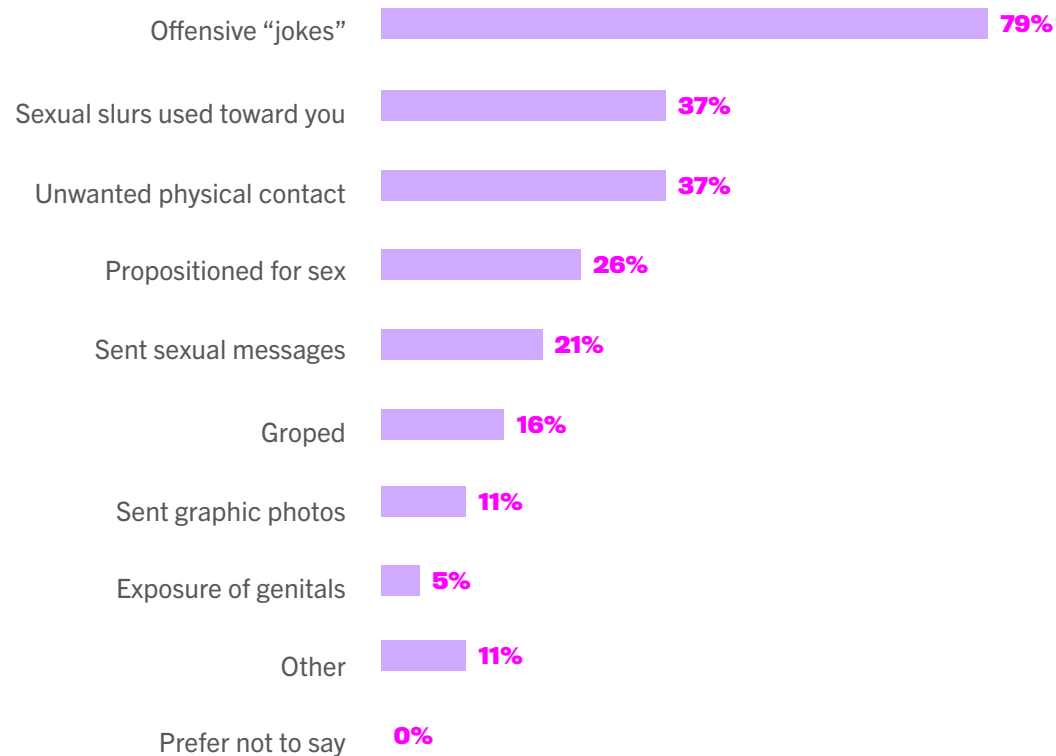
- Women 2023
- Women 2020
- Women 2017

Q35. [IF EXPERIENCED] And which of the following most accurately describes the type of harassment? Please select all that apply.

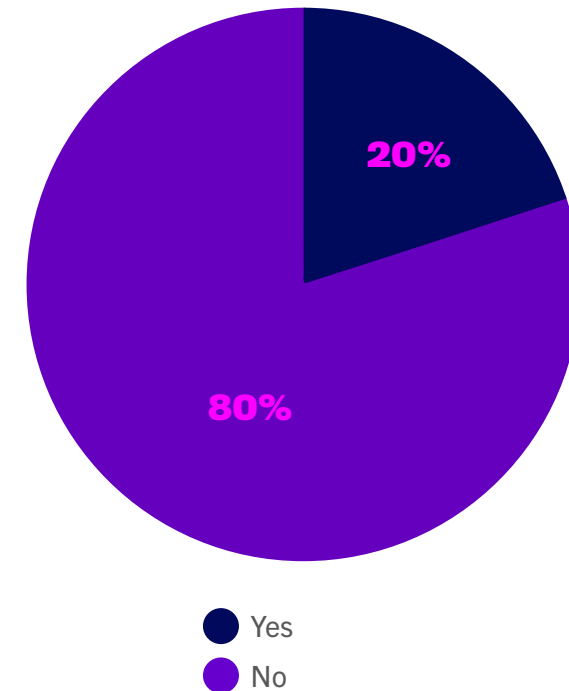
TYPES OF SEXUAL HARASSMENT WOMEN WORKING IN TECH EXPERIENCED



Type of sexual harassment



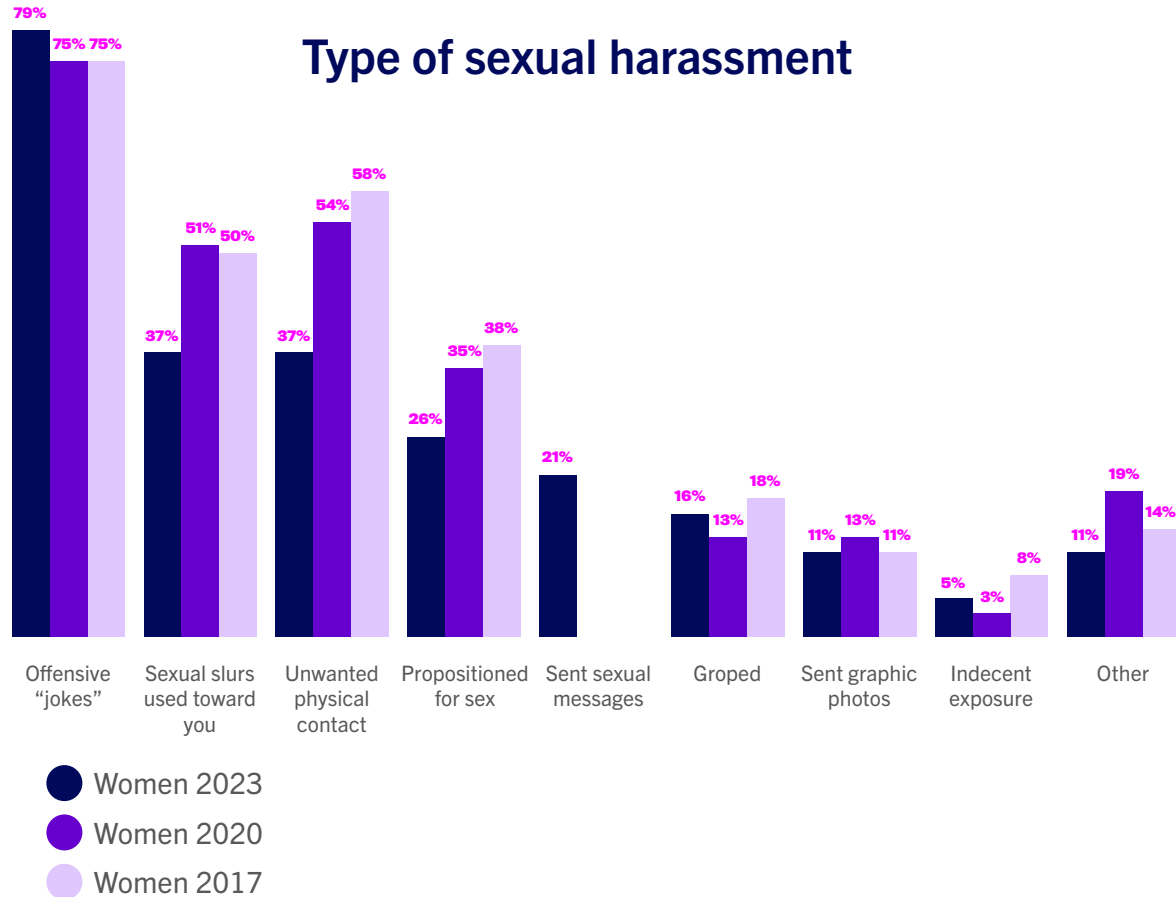
Sexual harassment intended in exchange for raise, etc.



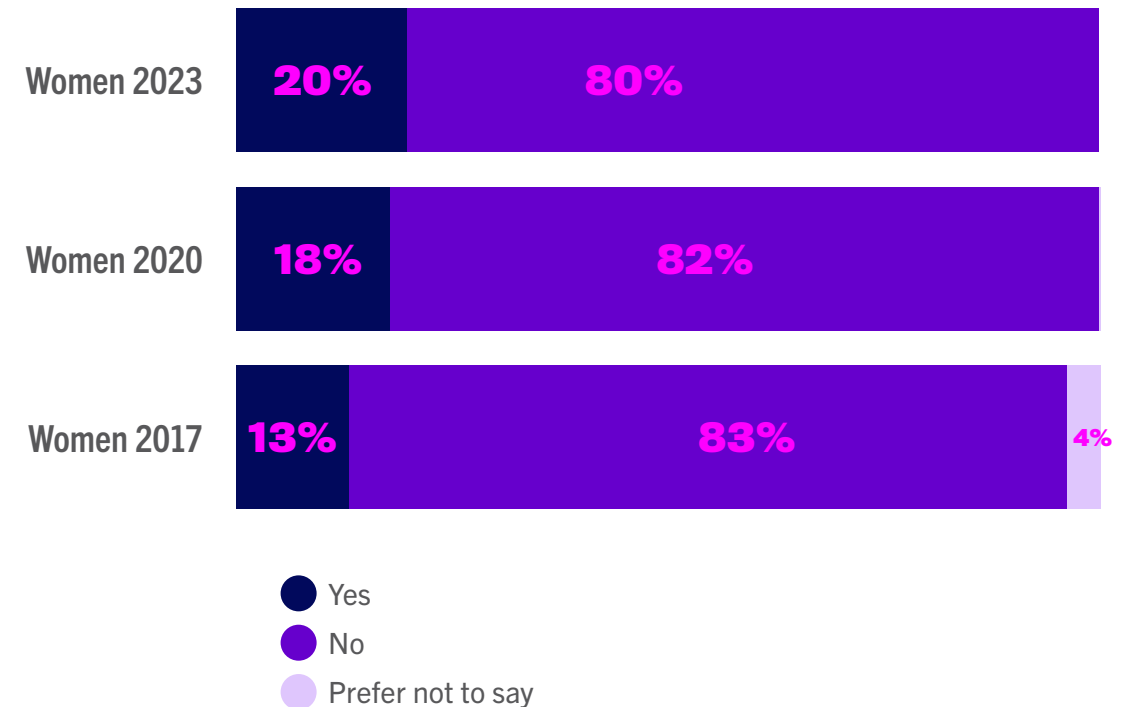
Q37. [IF YES TO SEXUAL HARASSMENT] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

Q38. [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.?

TYPES OF SEXUAL HARASSMENT WOMEN WORKING IN TECH EXPERIENCED OVER TIME



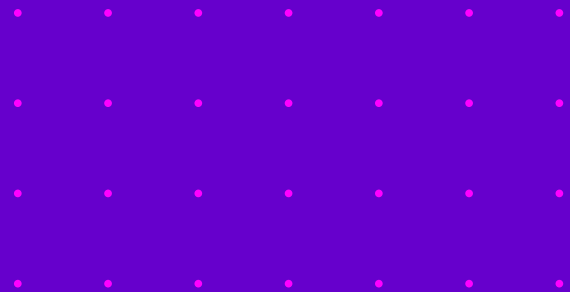
Sexual harassment intended in exchange for raise, etc.



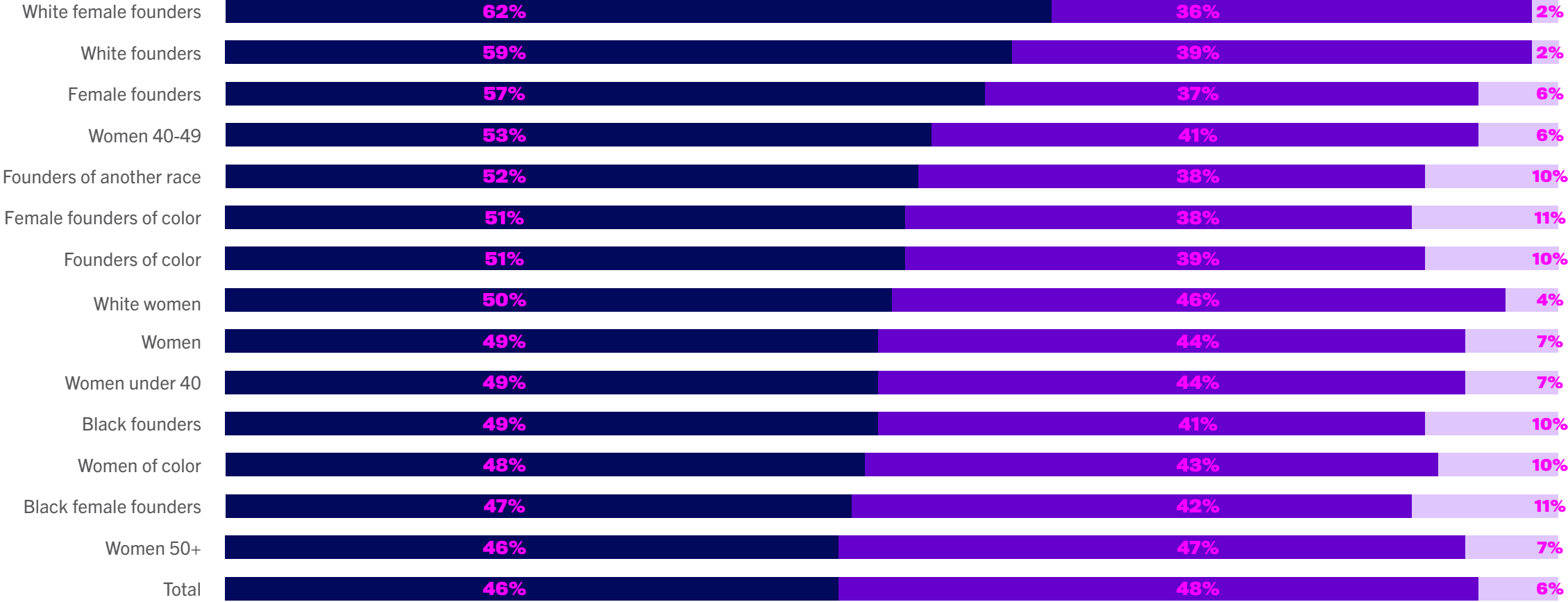
Q37. [IF YES TO SEXUAL HARASSMENT IN Q31=1] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

Q38. [IF YES TO PROPOSITIONED FOR SEX – FOUNDER] Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for funding, introductions, a job, etc.?

BREAKOUTS



EXPERIENCED DISCRIMINATION

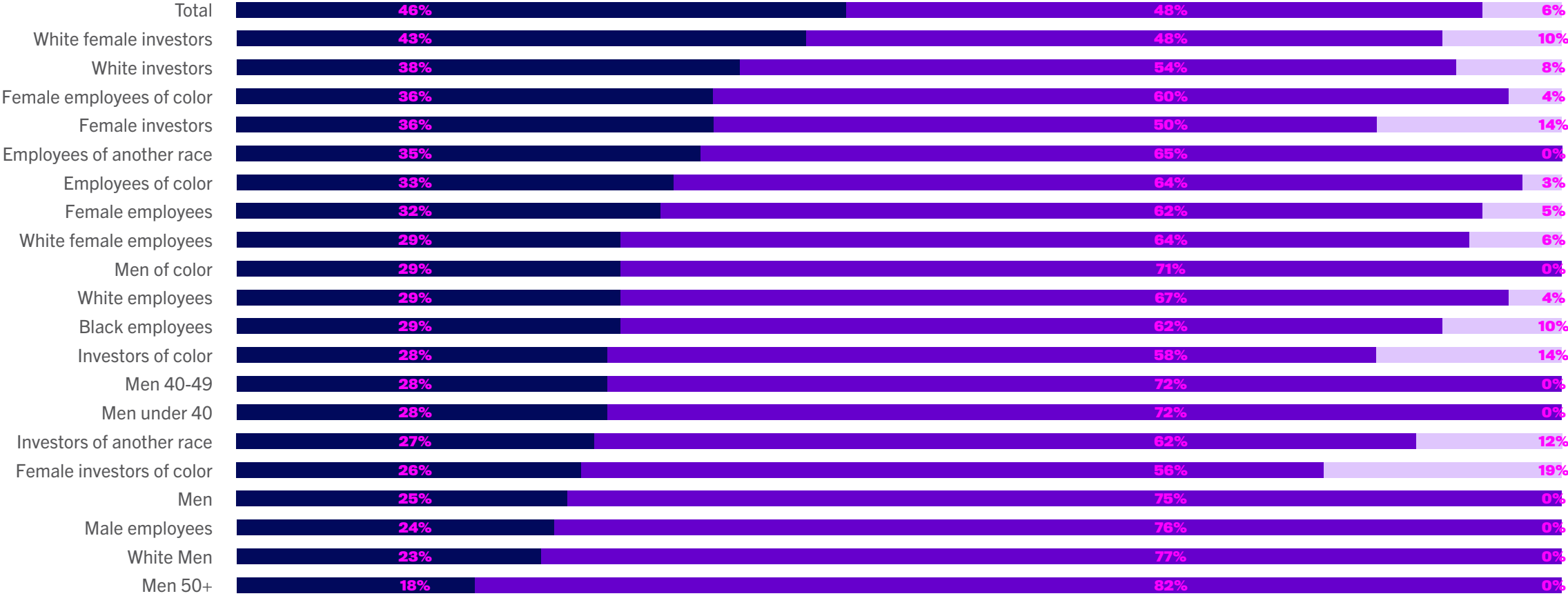


- Yes
- No
- Prefer not to say

Q25. in the last 12 months, have you experienced any form of discrimination while working in the tech or startup sector?



EXPERIENCED DISCRIMINATION CONT.

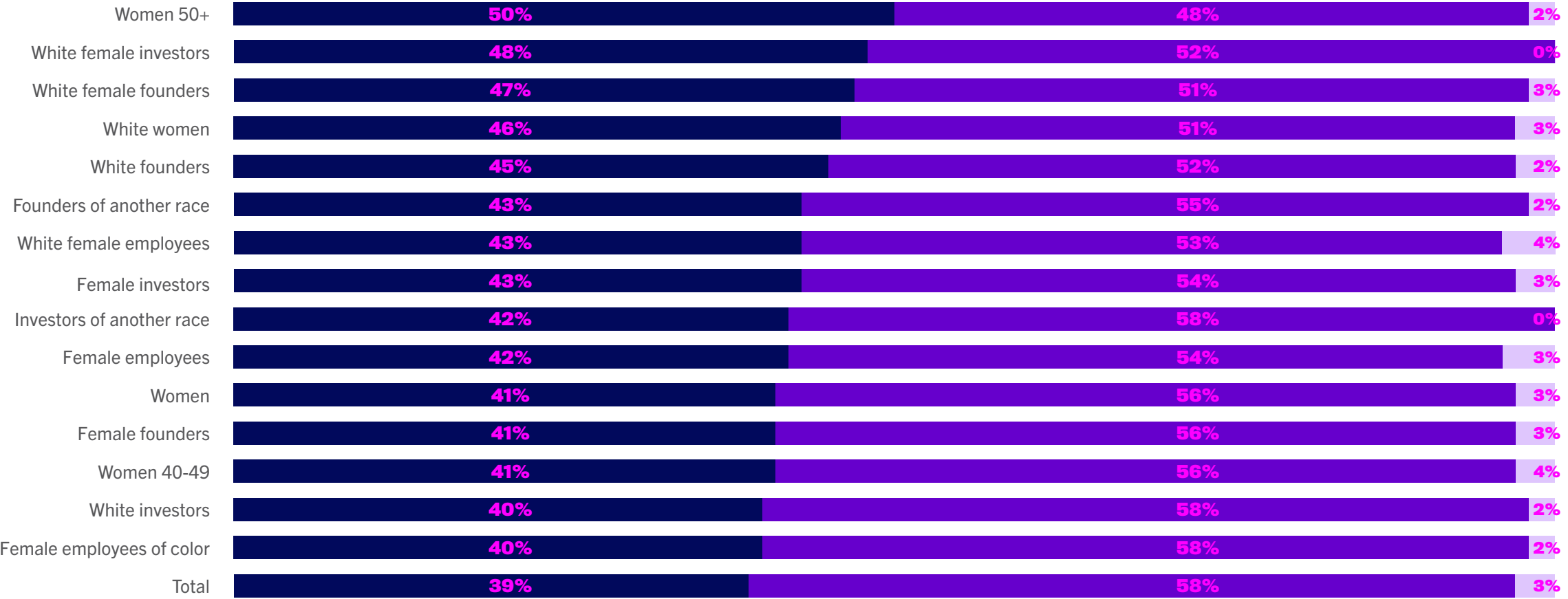


● Yes
● No
● Prefer not to say

Q25. in the last 12 months, have you experienced any form of discrimination while working in the tech or startup sector?



EXPERIENCED HARASSMENT

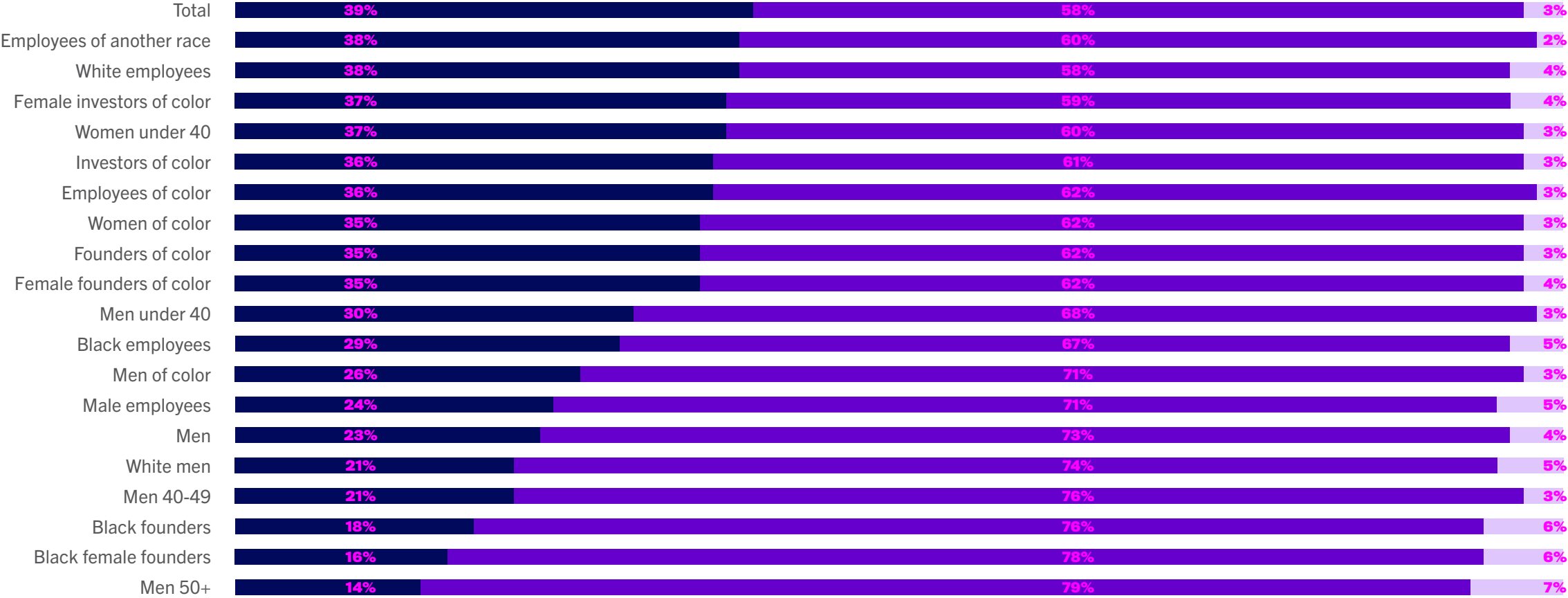


- Yes
- No
- Prefer not to say

Q32. Have you ever experienced harassment at a tech company or startup you've worked for?



EXPERIENCED HARASSMENT CONT.

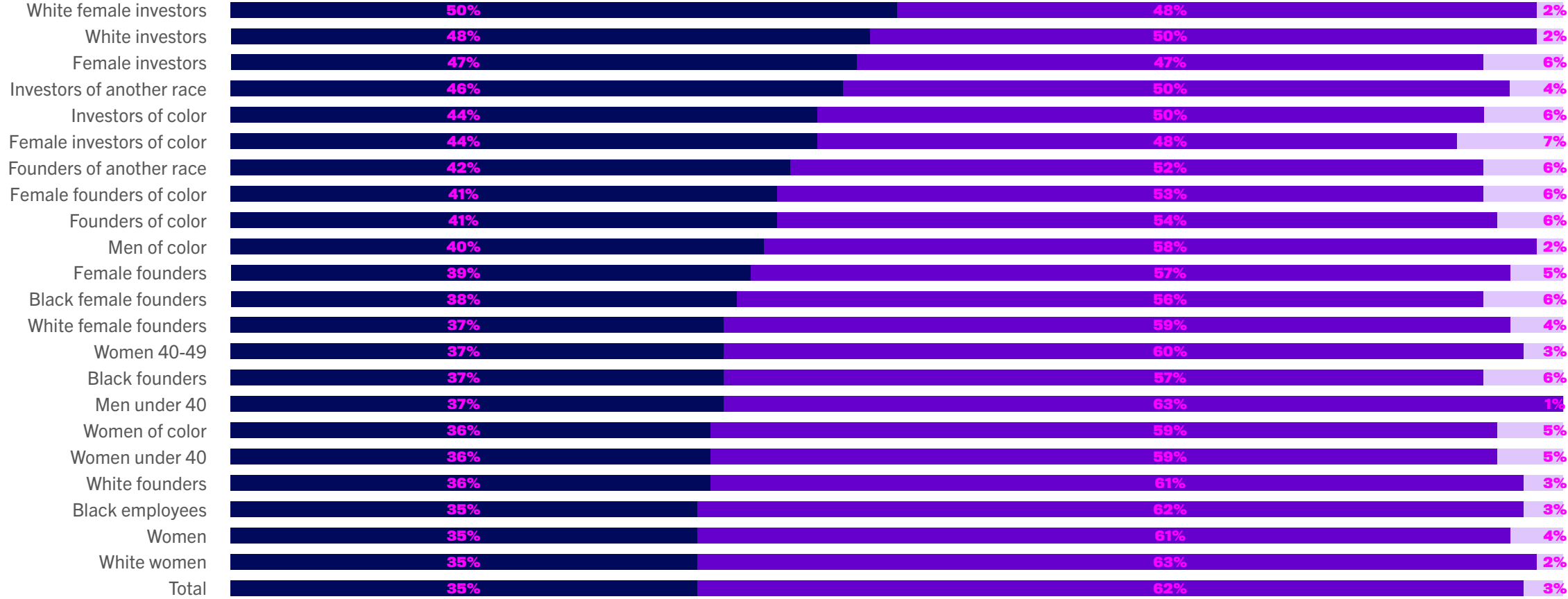


● Yes
● No
● Prefer not to say

Q32. Have you ever experienced harassment at a tech company or startup you've worked for?



EXPERIENCED ONLINE HARASSMENT

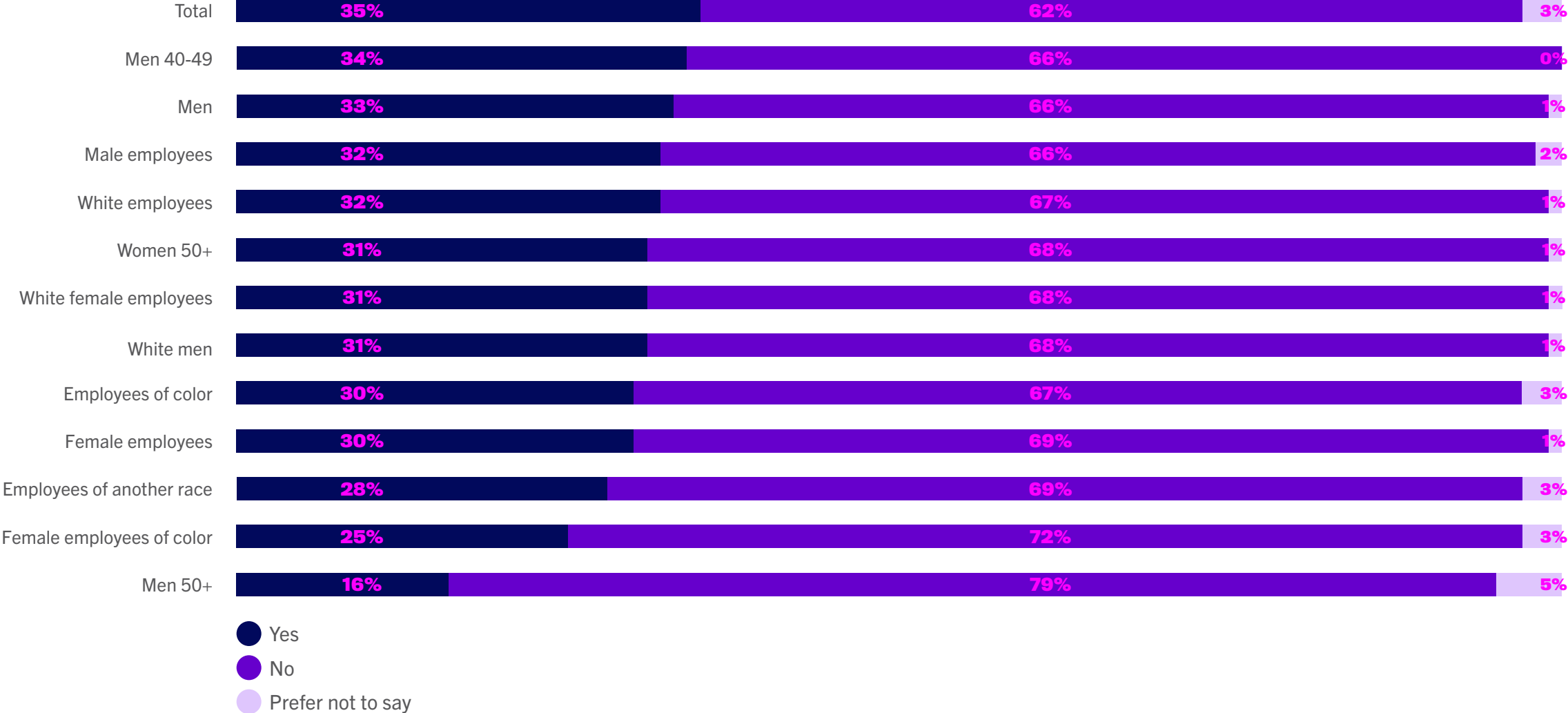


● Yes
● No
● Prefer not to say

Q46. Have you ever been bullied, harassed, or threatened online (work or non-work related)?



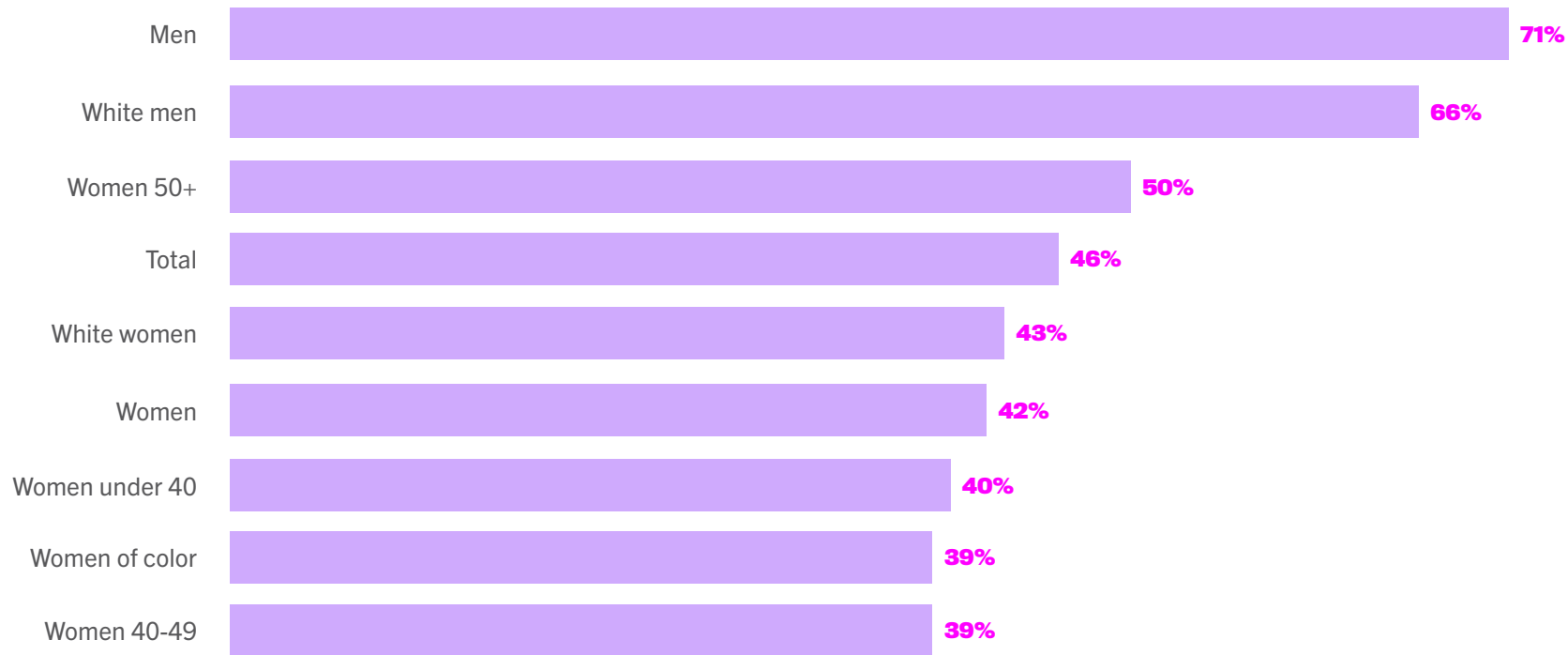
EXPERIENCED ONLINE HARASSMENT CONT.



Q46. Have you ever been bullied, harassed, or threatened online (work or non-work related)?



WORKPLACE INCIDENTS: SUPPRESSED CONVERSATIONS ABOUT POLITICAL BELIEFS



Q31. Please indicate below how often each of the following occurred while you were working in the tech or startup sector. % at least once.

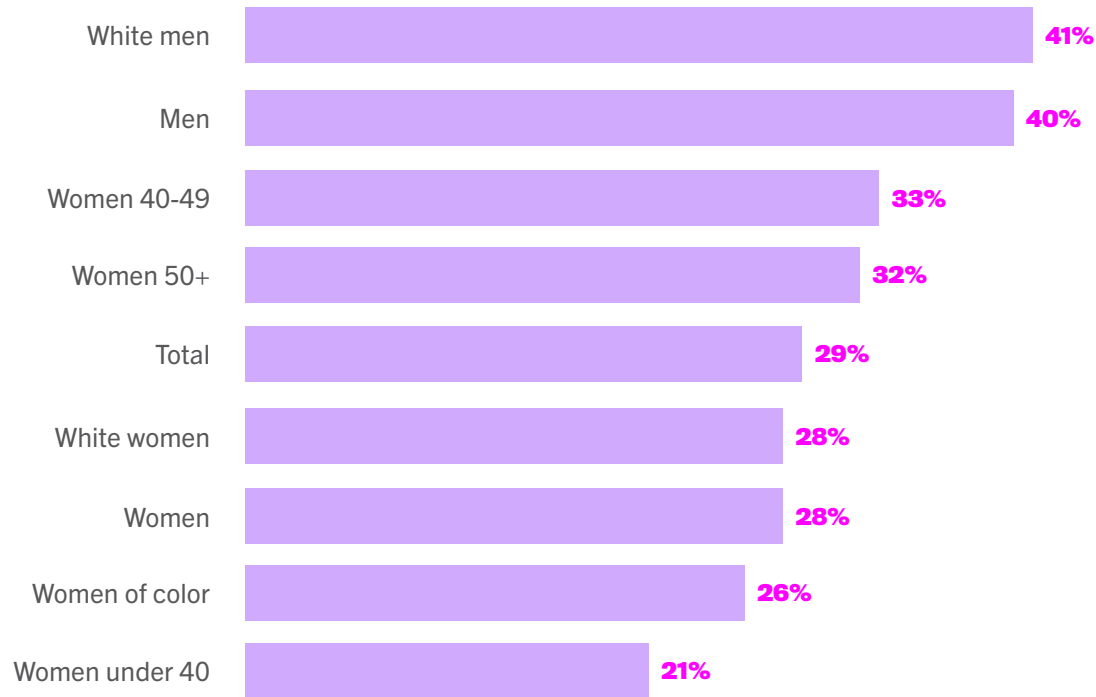
WORKPLACE INCIDENTS: COWORKER ASKED A COLLEAGUE OF ANOTHER GENDER A QUESTION THEY SHOULD HAVE ASKED YOU



Q31. Please indicate below how often each of the following occurred while you were working in the tech or startup sector. % at least once.



WORKPLACE INCIDENTS: SUPPRESSED CONVERSATIONS ABOUT RELIGIOUS BELIEFS



Q31. Please indicate below how often each of the following occurred while you were working in the tech or startup sector. % at least once.

WORKPLACE INCIDENTS: SUPPRESSED CONVERSATIONS ABOUT FAMILY



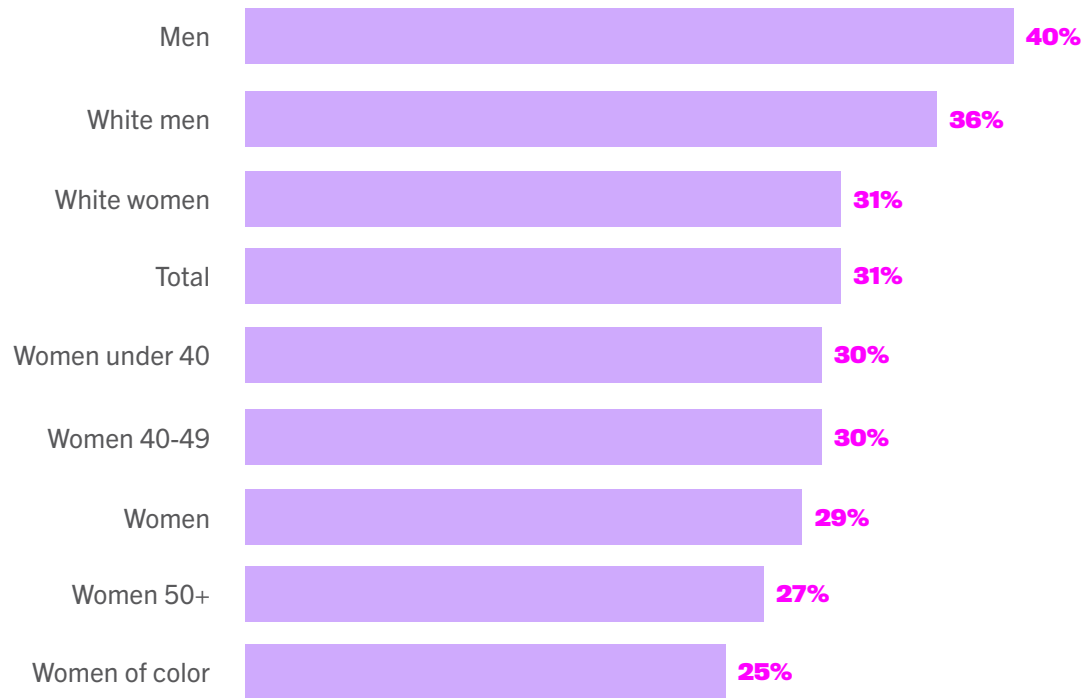
Q31. Please indicate below how often each of the following occurred while you were working in the tech or startup sector. % at least once.

WORKPLACE INCIDENTS: COWORKER STOLE AN IDEA



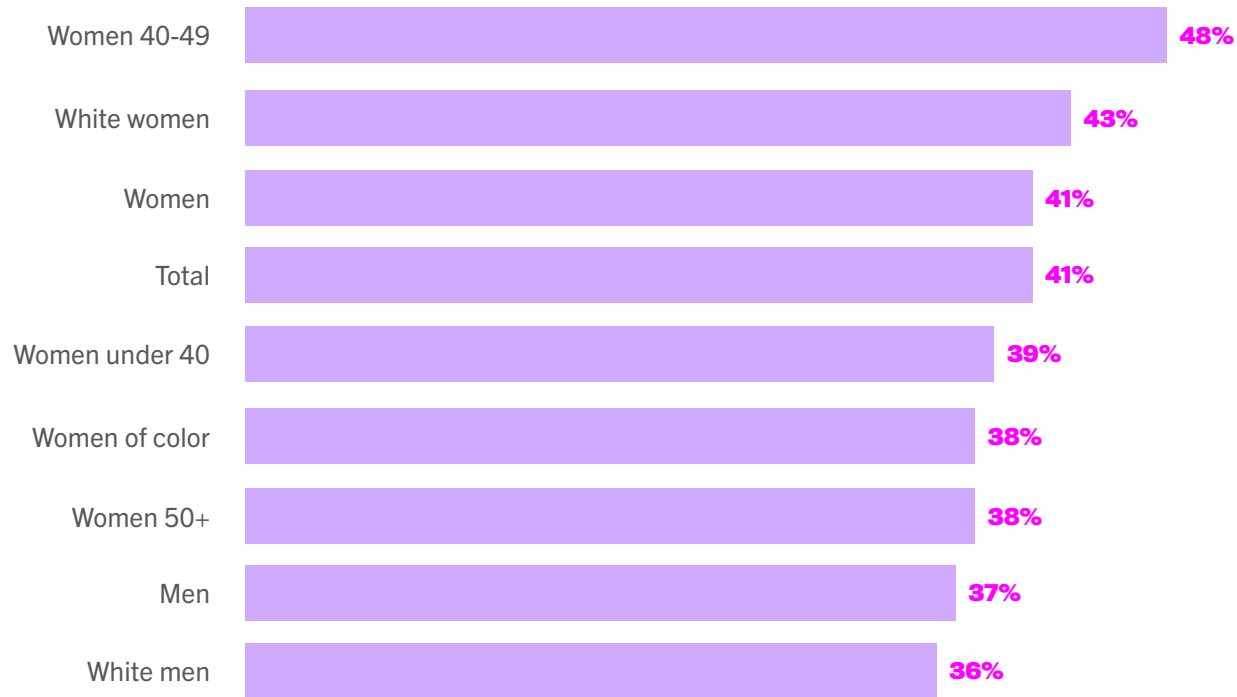
Q31. Please indicate below how often each of the following occurred while you were working in the tech or startup sector. % at least once.

WORKPLACE INCIDENTS: SUPPRESSED CONVERSATIONS ABOUT SEXUAL ORIENTATION

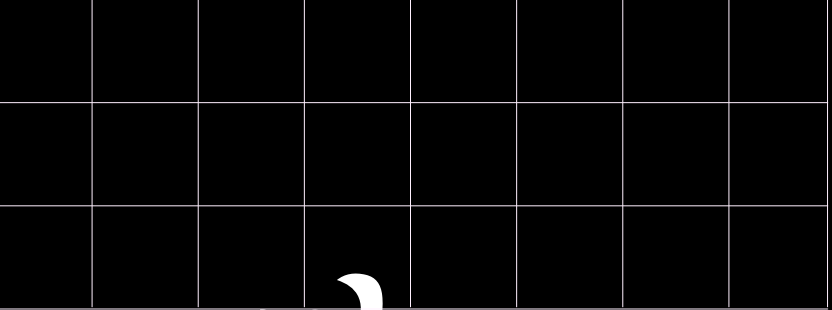


Q31. Please indicate below how often each of the following occurred while you were working in the tech or startup sector. % at least once.

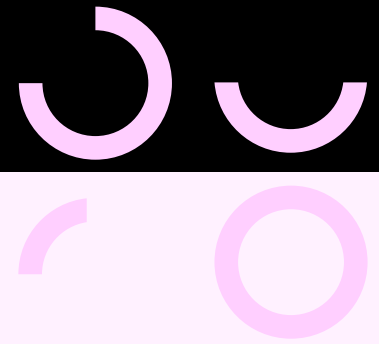
WORKPLACE INCIDENTS: INSINUATED THAT YOU'LL LEAVE TO START A FAMILY



Q31. Please indicate below how often each of the following occurred while you were working in the tech or startup sector. % at least once.



Women
who
Tech



womenwhotech.com

Craig Newmark Philanthropies

