

WOMEN WHO TECH STARTUP & TECH CULTURE SURVEY

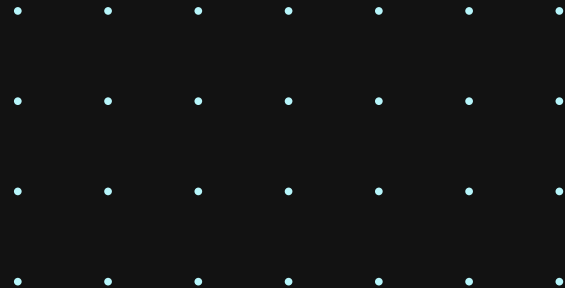
2020



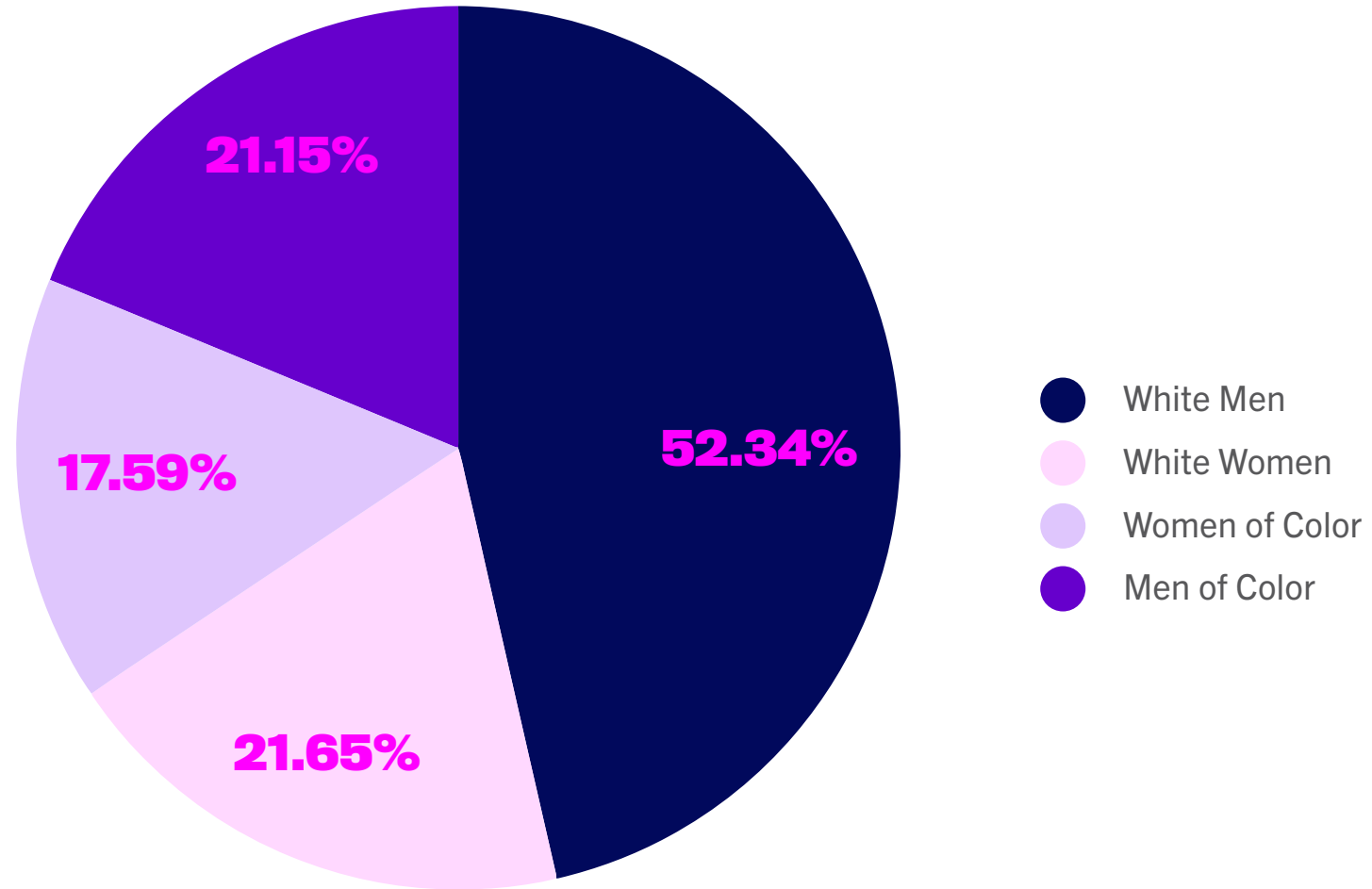
Craig Newmark Philanthropies



EXPERIENCES WORKING IN THE TECH INDUSTRY



STARTUP FUNDING

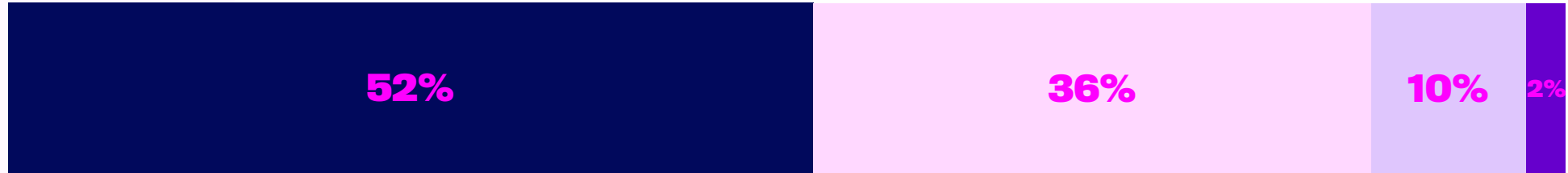


[ASK IF 50% TIME INVESTING IN TECH] There has been a lot of discussion and media coverage about patterns of funding startups and the perceived lack of gender, racial, and geographic diversity in funding. What percent do you think actually goes to startups led by the following groups? (Please make sure your answer does not add up to more than 100%)

WORK / LIFE BALANCE



Women



Men



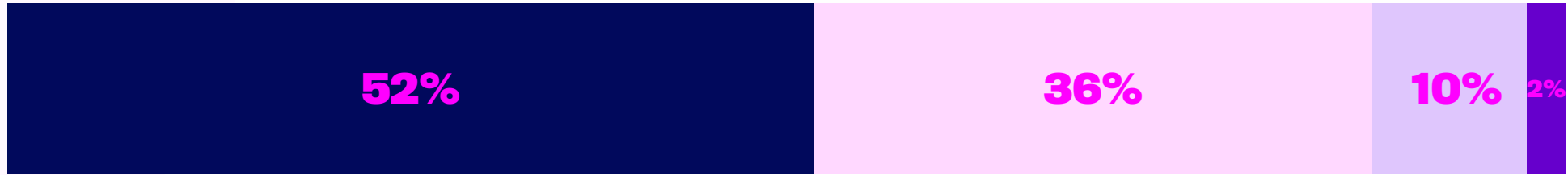
- I feel like I have a good work / life balance
- I feel like I work more than I should
- I feel like I should be working more most of the time
- Prefer not to say

[ASK IF CURRENTLY IN SECTOR] Which of the following comes closest to describing your workload?

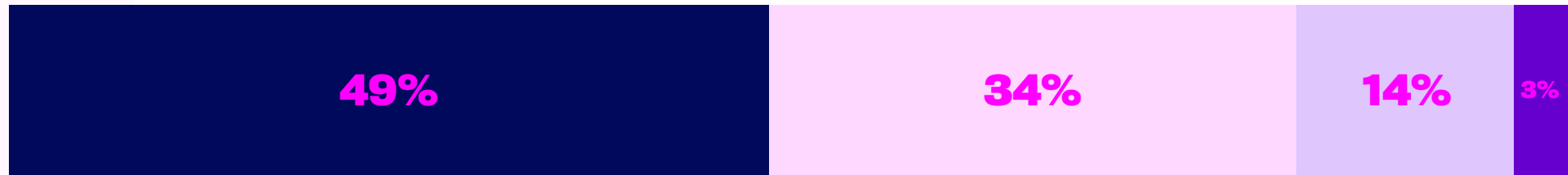
WORK / LIFE BALANCE OVER TIME



Women
2020



Women
2017



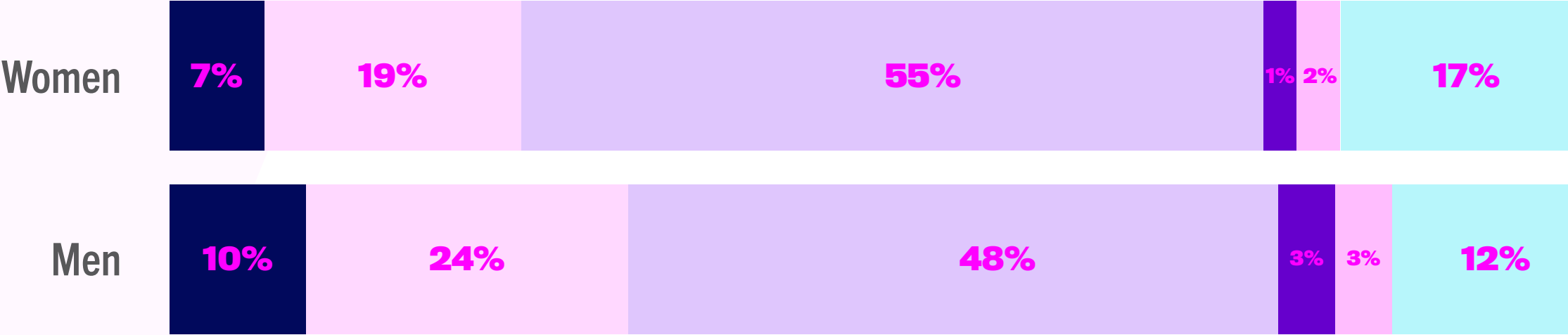
- I feel like I have a good work / life balance
- I feel like I work more than I should
- I feel like I should be working more most of the time
- Prefer not to say

[ASK IF CURRENTLY IN SECTOR] Which of the following comes closest to describing your workload?

HARASSMENT AWARENESS



#MeToo Impact



- There has been noticeable positive change
- There has been some positive change
- There has been neither positive nor negative change

- There has been some negative change
- There has been noticeable negative change
- Not sure

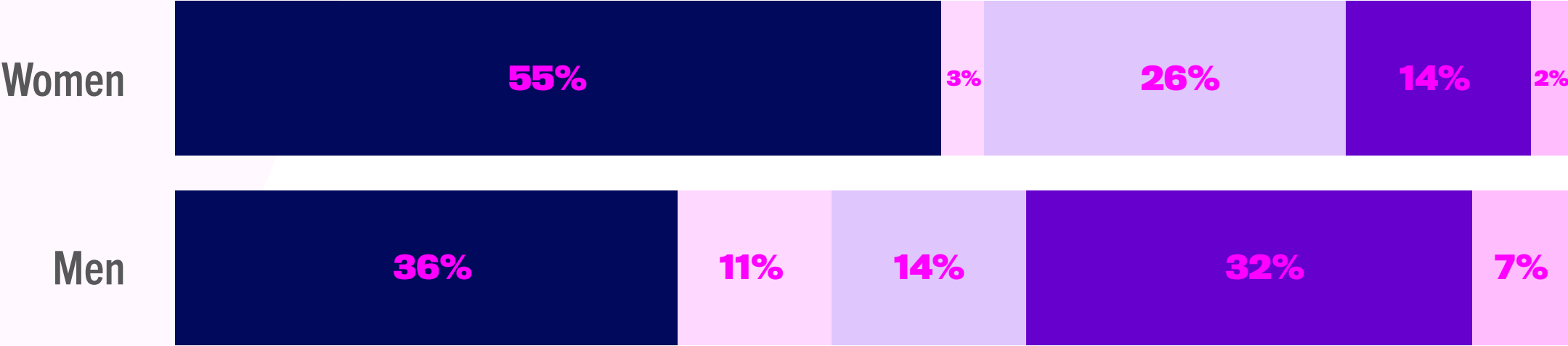
[ASK ALL] In general, over the past two years, what kind of impact has the #MeToo movement had on your current company?



HARASSMENT AWARENESS



Harassment Discussion



- Yes, both at work and with friends
- Only at work
- Only with friends
- Neither
- Not sure

And since the increase in awareness and discussion around harassment since 2017, have you had more discussions about harassment at work and among friends?



WORKPLACE INCIDENTS

[NONFOUNDERS] Treated differently than colleagues of another gender because of your gender

Coworker asked a colleague of another gender a question they should have asked you

Suppressed conversations about political beliefs at work*

Coworker stole an idea and presented it as their own

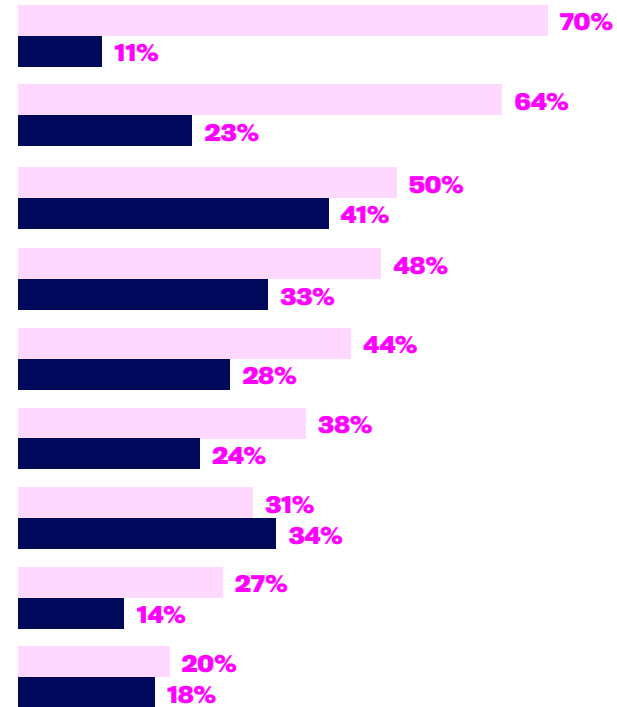
A supervisor stole an idea or concept and presented it as their own

Suppressed conversations about family or children at work*

Suppressed conversations about religious beliefs at work*

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

Suppressed conversations about sexual orientation and relationships at work*



● Women
● Men

* Suppressed these conversations for fear of discrimination

[ASK ALL] Please indicate below how often each of the following occurred while you were working in the tech industry.

% At least once

WORKPLACE INCIDENTS OVER TIME

[NONFOUNDERS] Treated differently than colleagues of another gender because of your gender



Coworker asked a colleague of another gender a question they should have asked you



Suppressed conversations about political beliefs*



Coworker stole an idea and presented it as their own



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



Suppressed conversations about family or children*



Suppressed conversations about religious beliefs*



Insinuated or said that you'll start a family and leave your career



Suppressed conversations about sexual orientation and relationships*



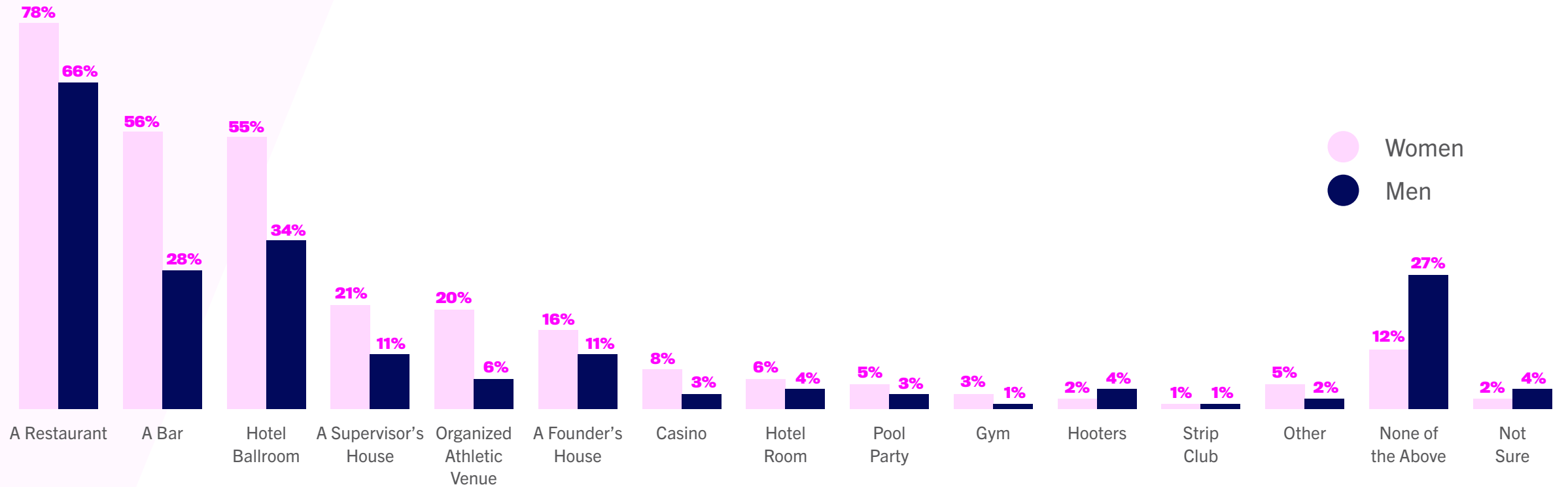
● Women 2020
● Women 2017

* Suppressed these conversations for fear of discrimination

[ASK ALL] Please indicate below how often each of the following occurred while you were working in the tech industry.

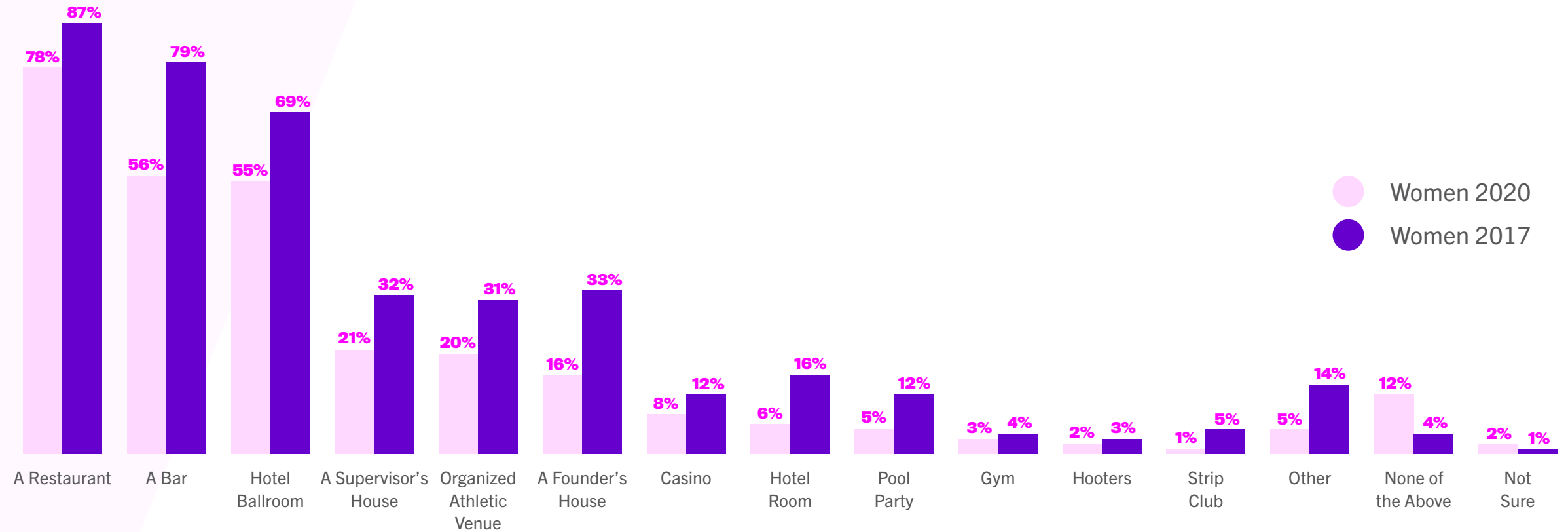
% At least once

WORK EVENT LOCATIONS



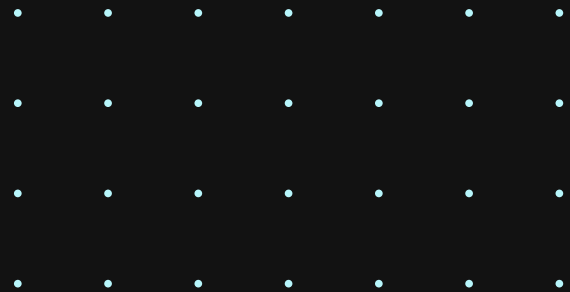
[ASK NONFOUNDERS ONLY] Has a work event or work meeting for your company ever taken place in any of the following locations?
Please check all that apply.

WORK EVENT LOCATIONS OVER TIME



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

EXPERIENCES OF TECH FOUNDERS AND COFOUNDERS



WORKPLACE INCIDENTS



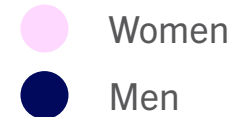
[FOUNDERS ONLY] Treated differently while raising funding because of your gender



[FOUNDERS ONLY] Told that you would be more likely to get funded if you were a man or had a male cofounder



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



WORKPLACE INCIDENTS OVER TIME

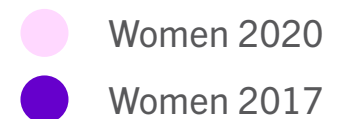
[FOUNDERS ONLY] Treated differently while raising funding because of your gender



[FOUNDERS ONLY] Told that you would be more likely to get funded if you were a man or had a male cofounder



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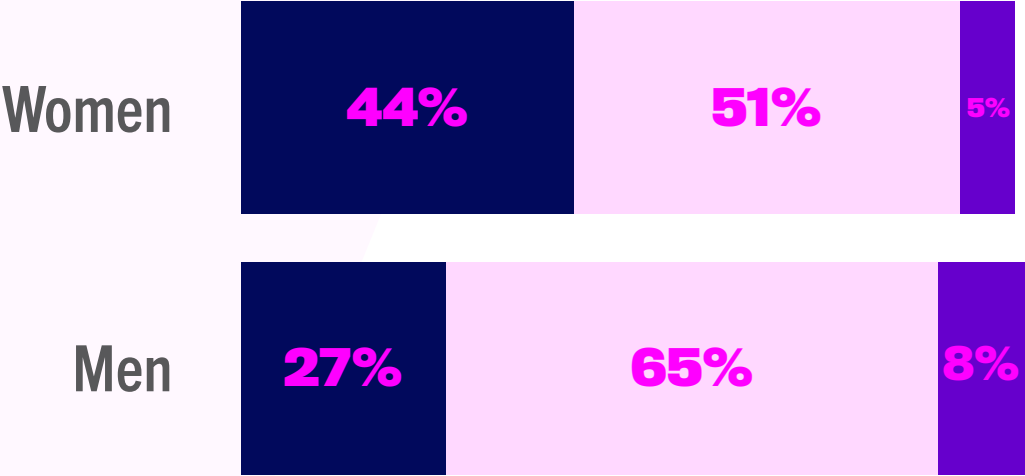
[ASK ALL] Please indicate below how often each of the following occurred while you were working in the tech industry.

% At least once

EXPERIENCES OF HARASSMENT

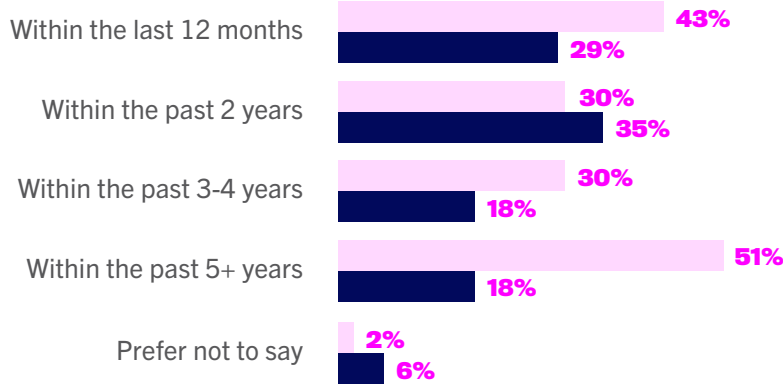


Experienced as Founder/Cofounder



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

When Did the Harassment Occur



- Women
- Men

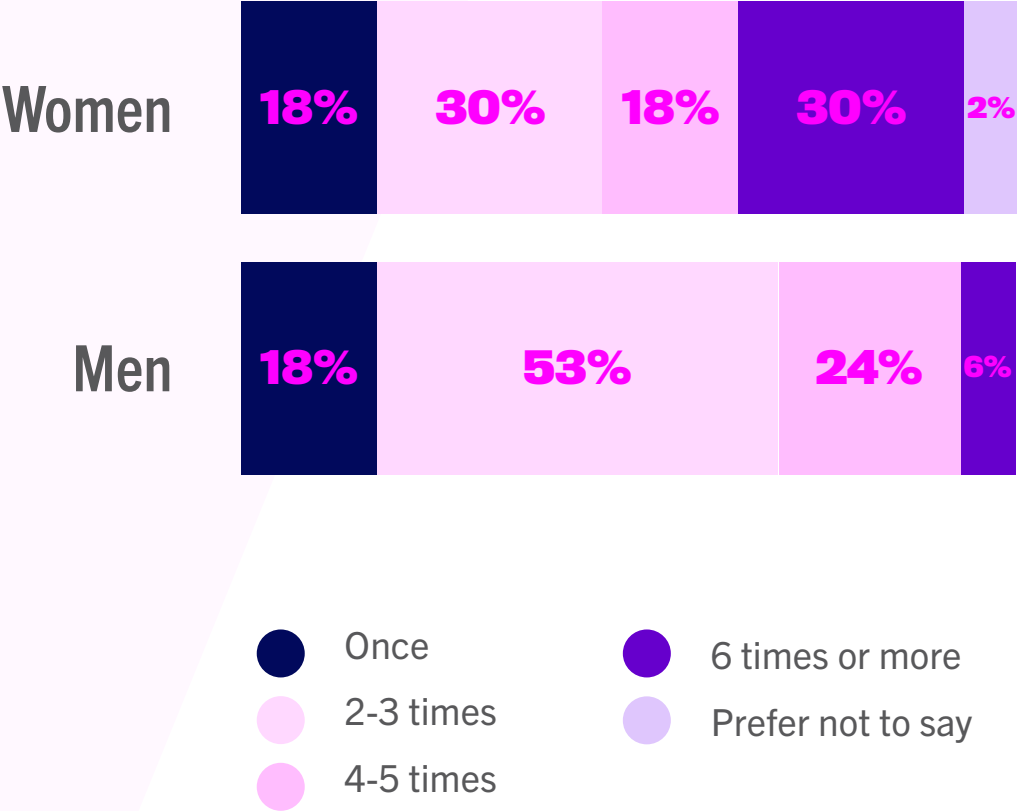
Have you ever experienced harassment in your position as the founder/cofounder of a startup?
 When did you experience harassment? Please select all that apply.



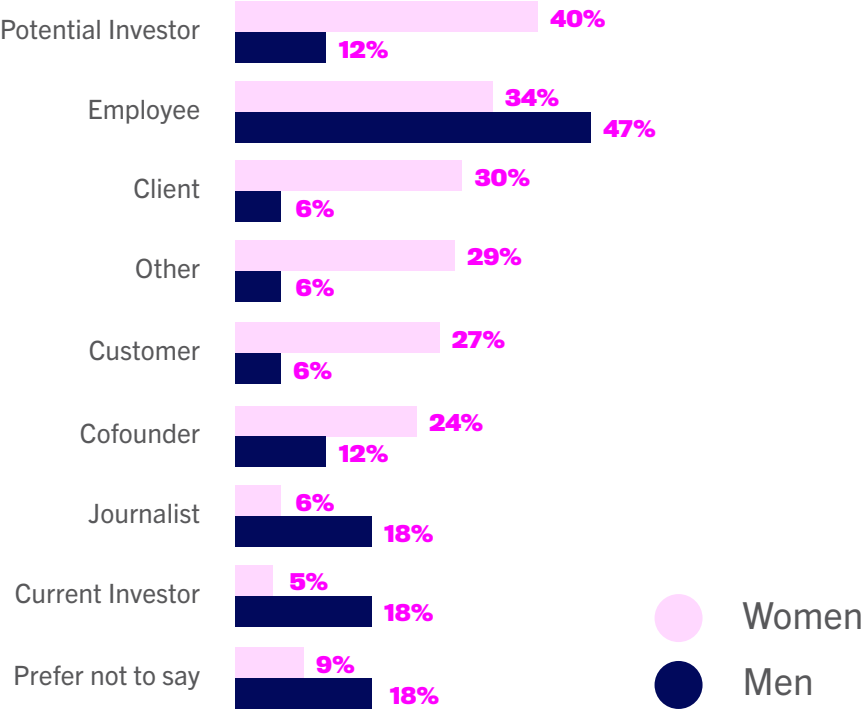
EXPERIENCED HARASSMENT AS A FOUNDER



How Often



Harassed By



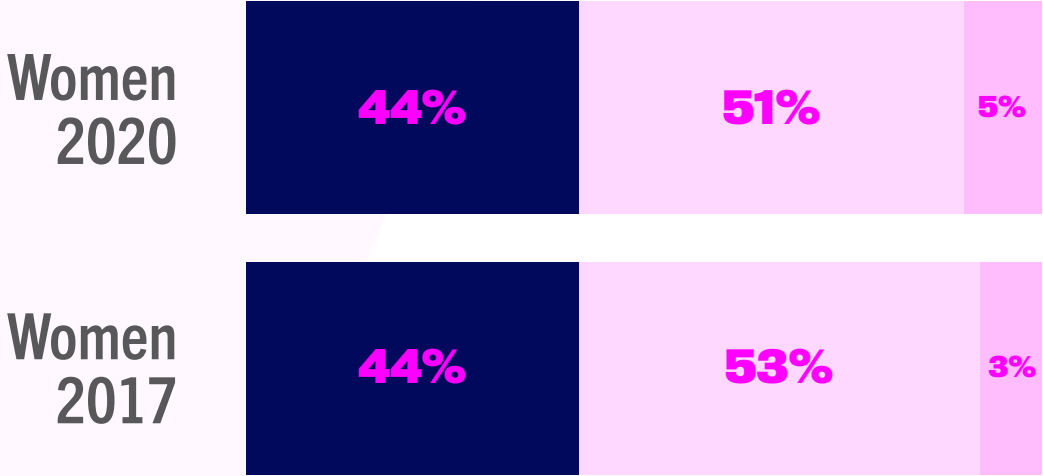
[IF EXPERIENCED] How often did this harassment occur?
 [IF EXPERIENCED] Who were you harassed by? Please select all that apply.



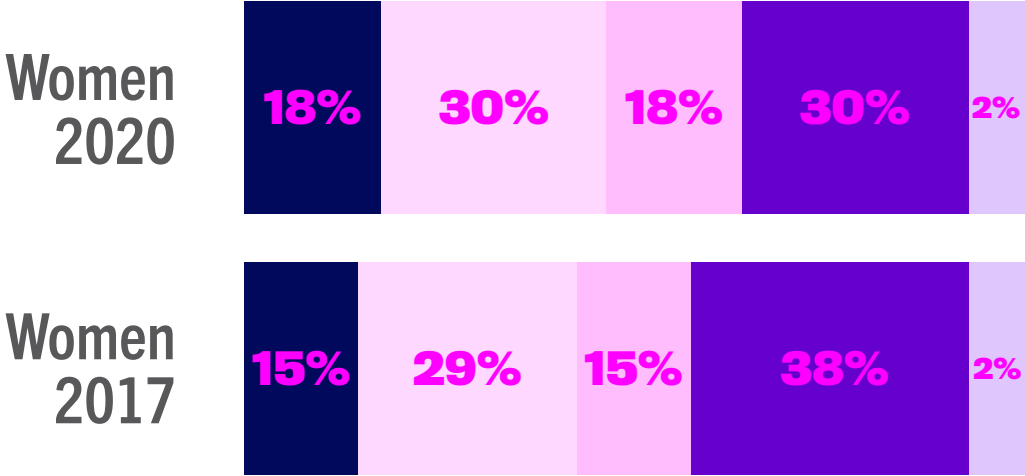
EXPERIENCES HARASSMENT OVER TIME



Experienced as Founder/Cofounder



How Often

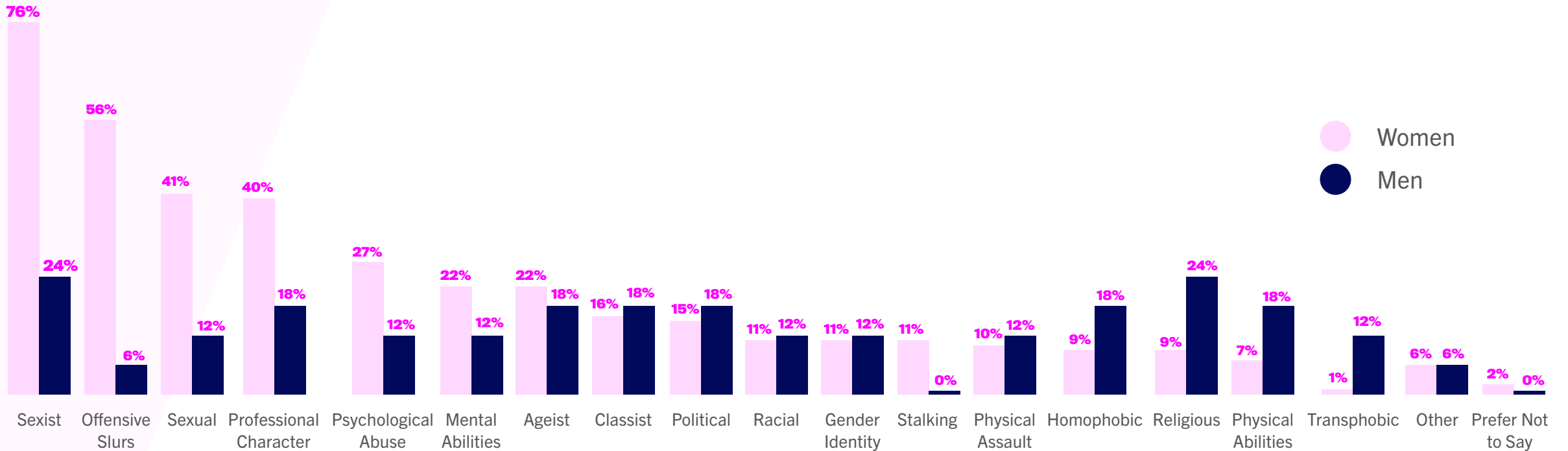


- Yes, I have experienced harassment
- No, I have never experienced harassment
- Prefer not to say

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

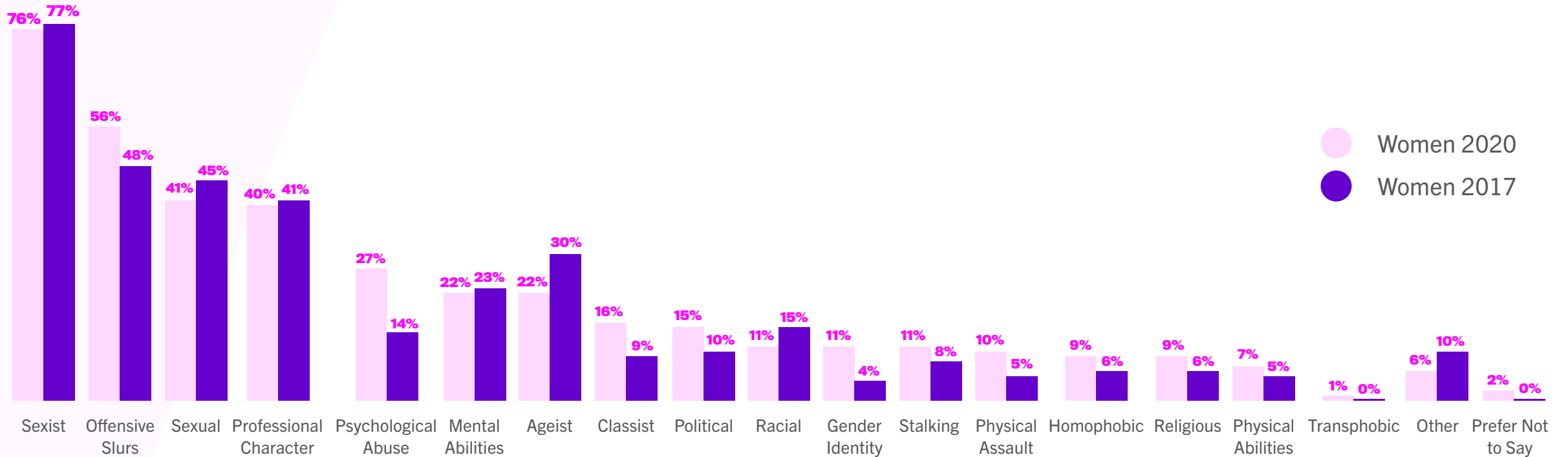
Have you ever experienced harassment in your position as the founder/cofounder of a startup?
[IF EXPERIENCED] How often did this harassment occur?

TYPE OF HARASSMENT EXPERIENCED AS A FOUNDER



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

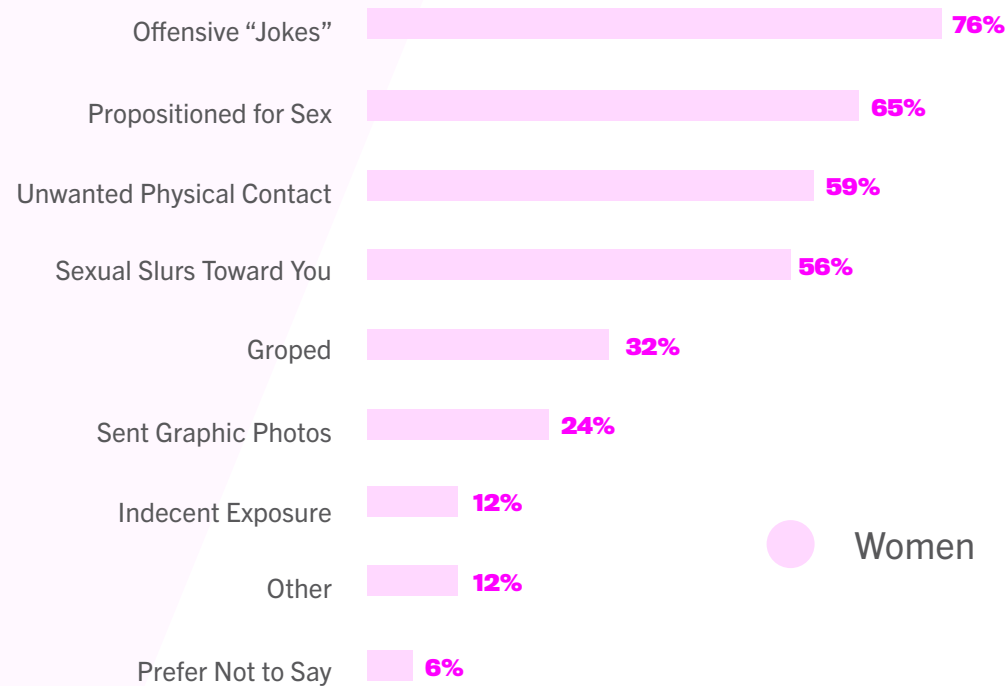
TYPE OF HARASSMENT EXPERIENCED AS A FOUNDER OVER TIME



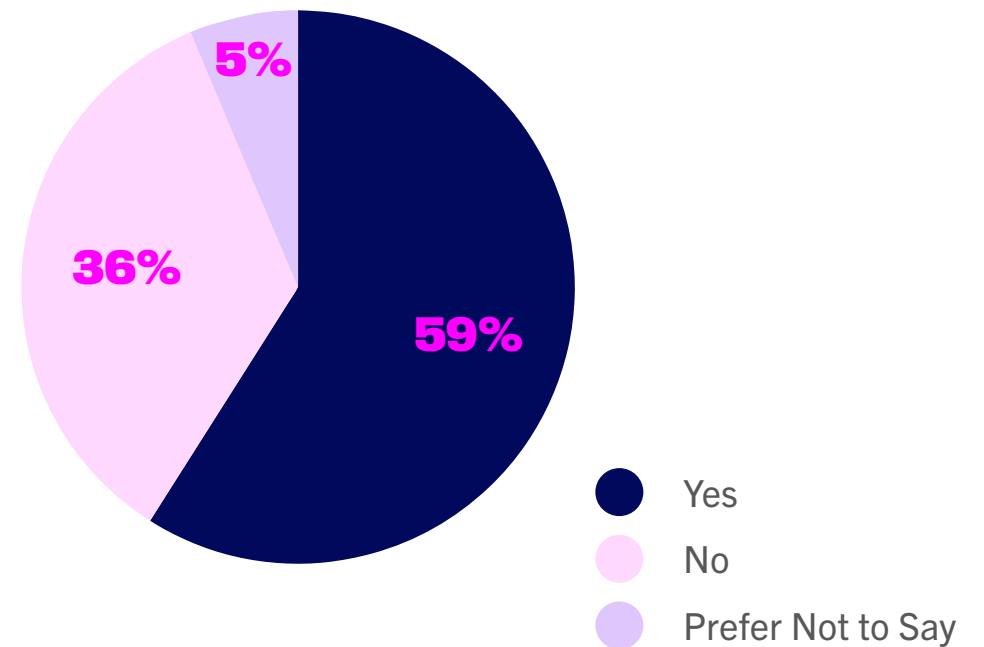
[IF EXPERIENCED –FOUNDER] And which of the following most accurately describes the type of harassment? Please select all that apply.

WOMEN FOUNDERS' EXPERIENCES WITH SEXUAL HARASSMENT

Type of Sexual Harassment



Propositioned for Sex in Exchange for Funding, Etc.

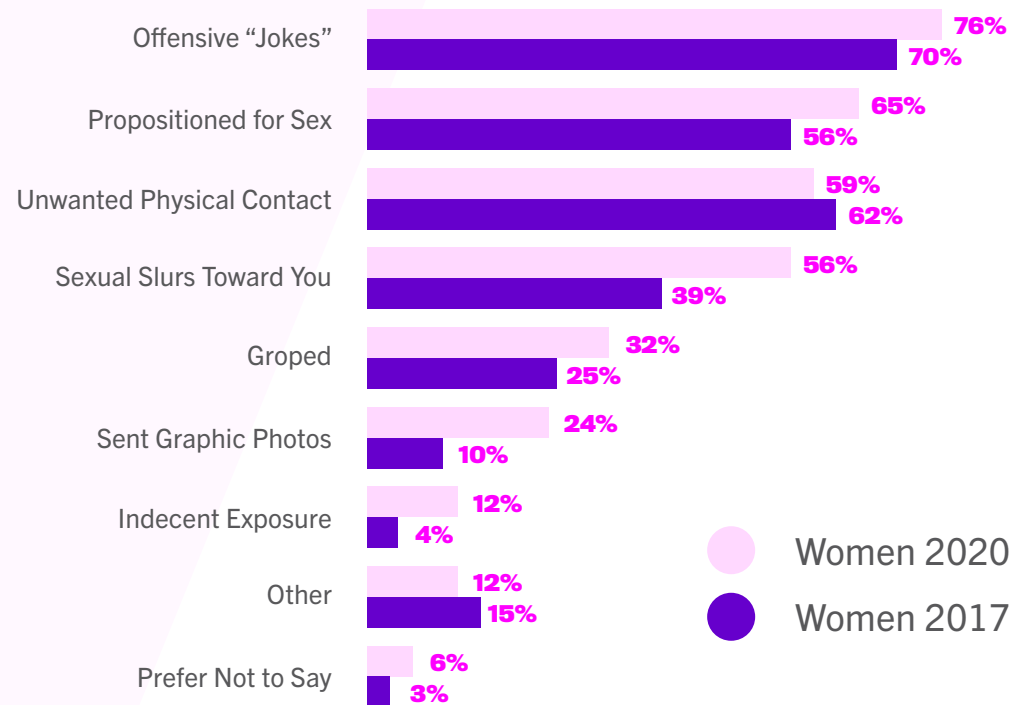


[IF YES TO SEXUAL HARASSMENT IN Q31=1] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

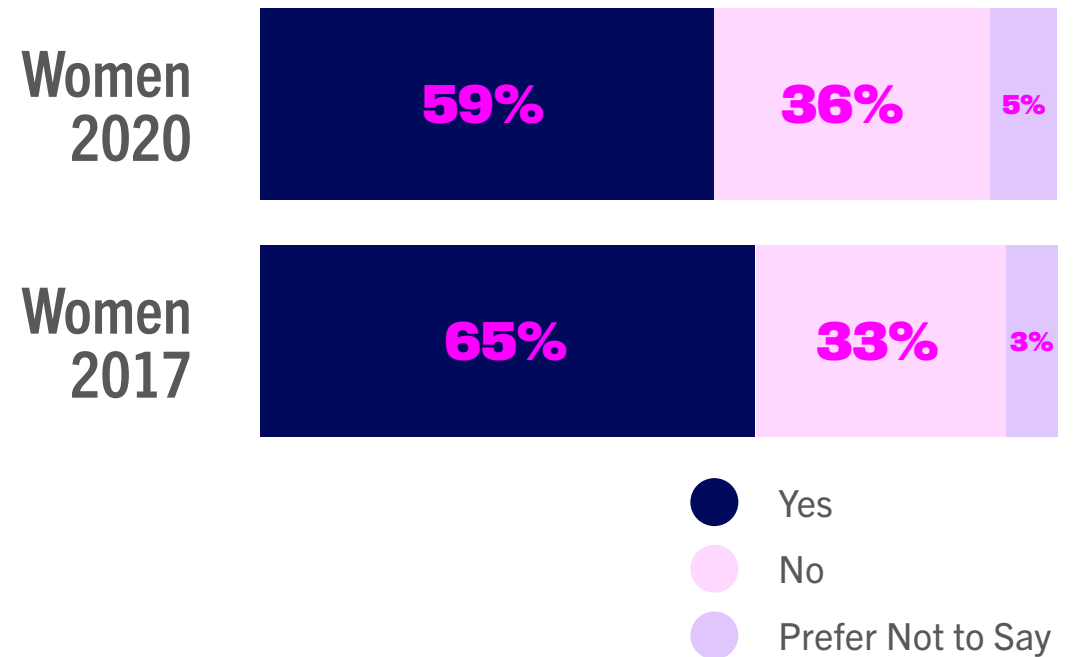
[IF YES TO PROPOSITIONED FOR SEX-FOUNDER] Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for funding, introductions, a job, etc.?

WOMEN FOUNDERS' EXPERIENCES WITH SEXUAL HARASSMENT OVER TIME

Type of Sexual Harassment



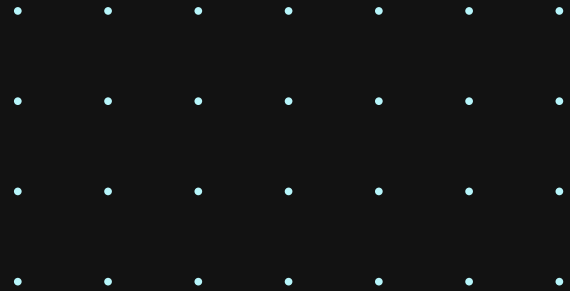
Propositioned for Sex in Exchange for Funding, Etc.



[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.

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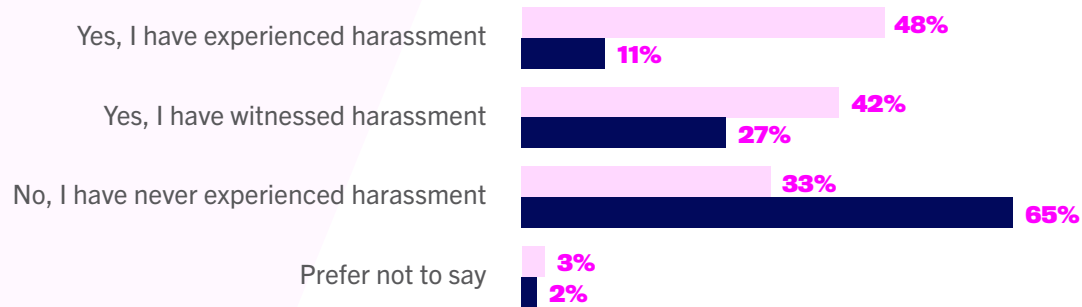
TECH EMPLOYEES EXPERIENCES WITH HARASSMENT



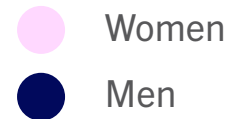
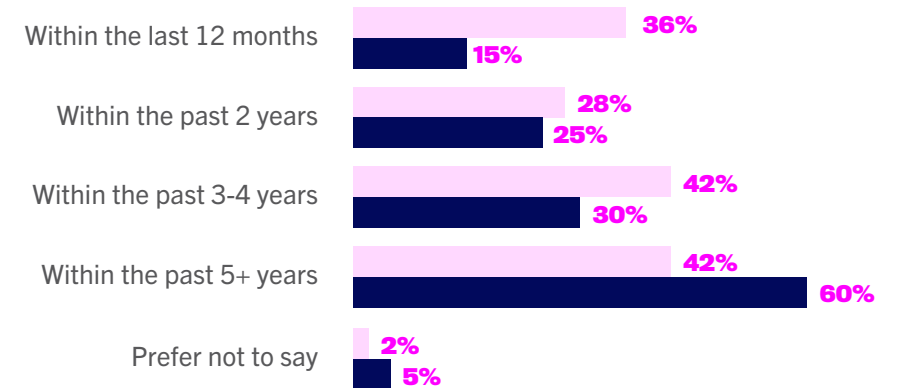
EXPERIENCED HARASSMENT WORKING IN TECH



Experienced Harassment



When Did the Harassment Occur?

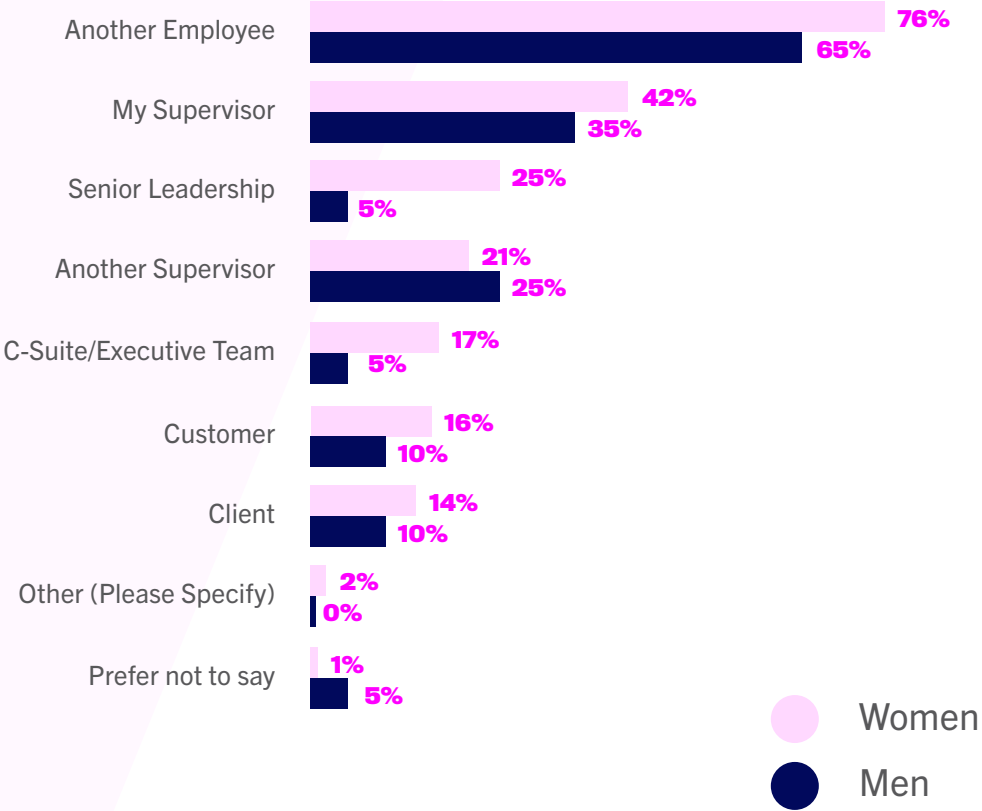


Based on this definition, have you ever experienced harassment or witnessed harassment working at a tech company? Please select all that apply.
[ASK IF Q39=1] When did you experience harassment? Please select all that apply.

HARASSMENT OF TECH EMPLOYEES



Harassed By

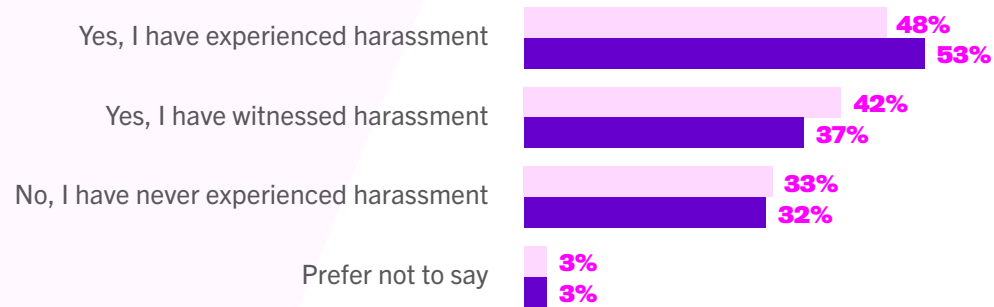


[IF Q39=1] You indicated that you were harassed while working at a tech company. Who were you harassed by? Please mark all that apply.



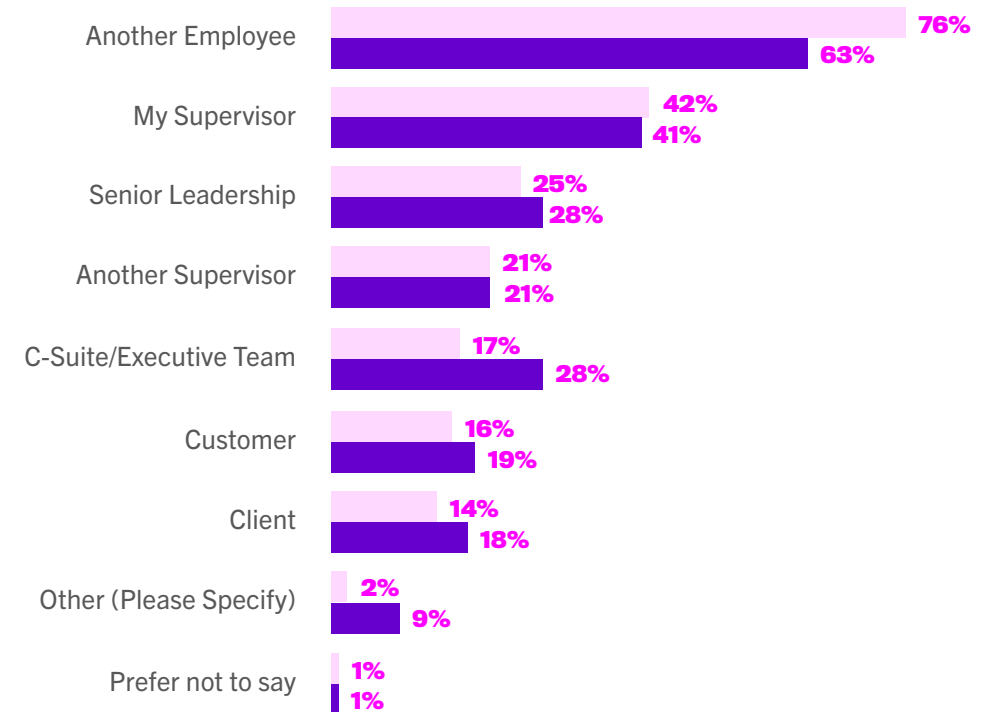
HARASSMENT OF TECH EMPLOYEES OVER TIME

Experienced Harassment



● Women 2020
 ● Women 2017

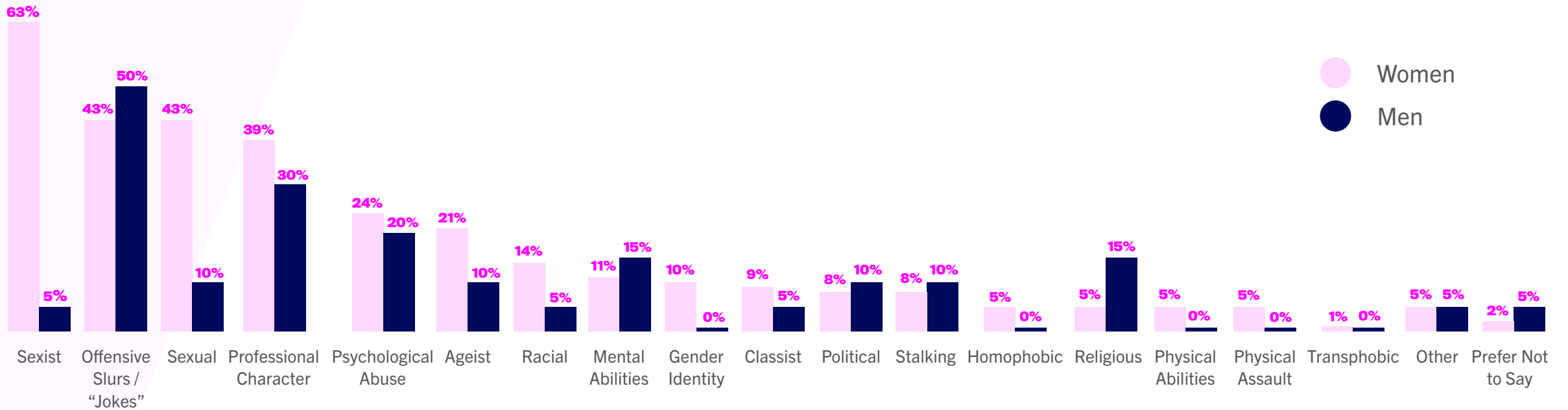
Harassed By



Based on this definition, have you ever experienced harassment or witnessed harassment working at a tech company? Please select all that apply.

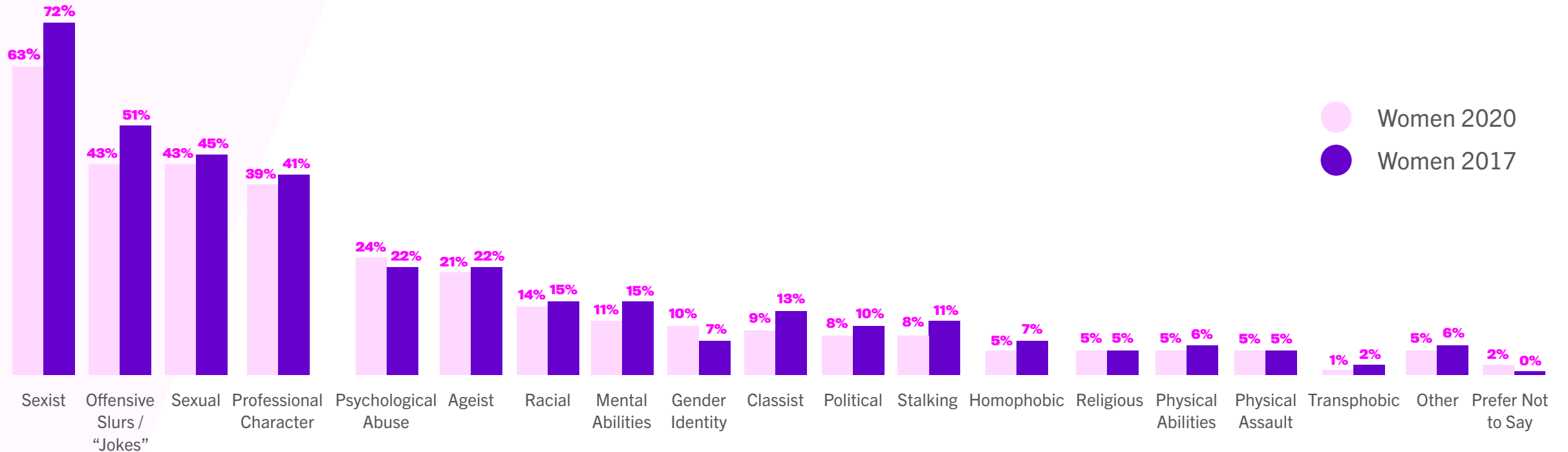
[IF Q39=1] You indicated that you were harassed while working at a tech company. Who were you harassed by? Please mark all that apply.

TYPE OF HARASSMENT



[IF Q39=1] And which of the following most accurately describes the type of harassment? Please select all that apply.

TYPE OF HARASSMENT OVER TIME

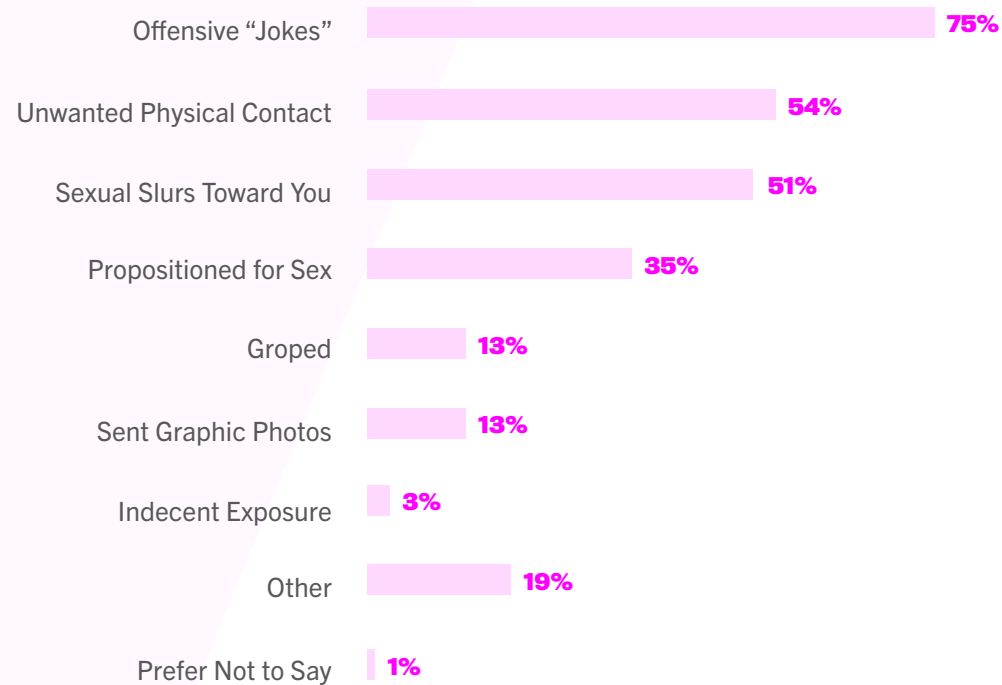


[IF Q39=1] And which of the following most accurately describes the type of harassment? Please select all that apply.

SEXUAL HARASSMENT OF TECH EMPLOYEES

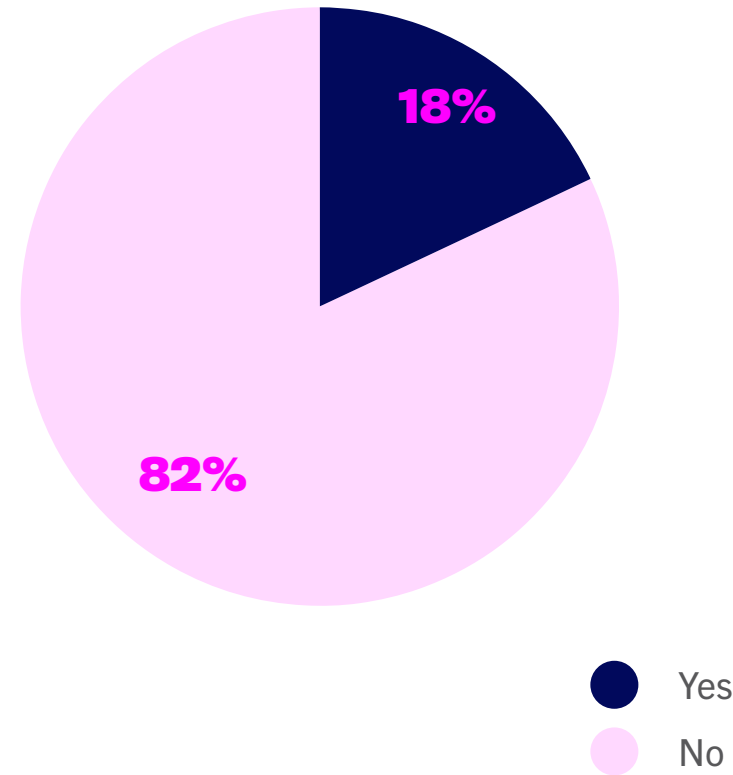


Type of Sexual Harassment



● Women

Sexual Harassment Intended in Exchange for Raise, Etc.

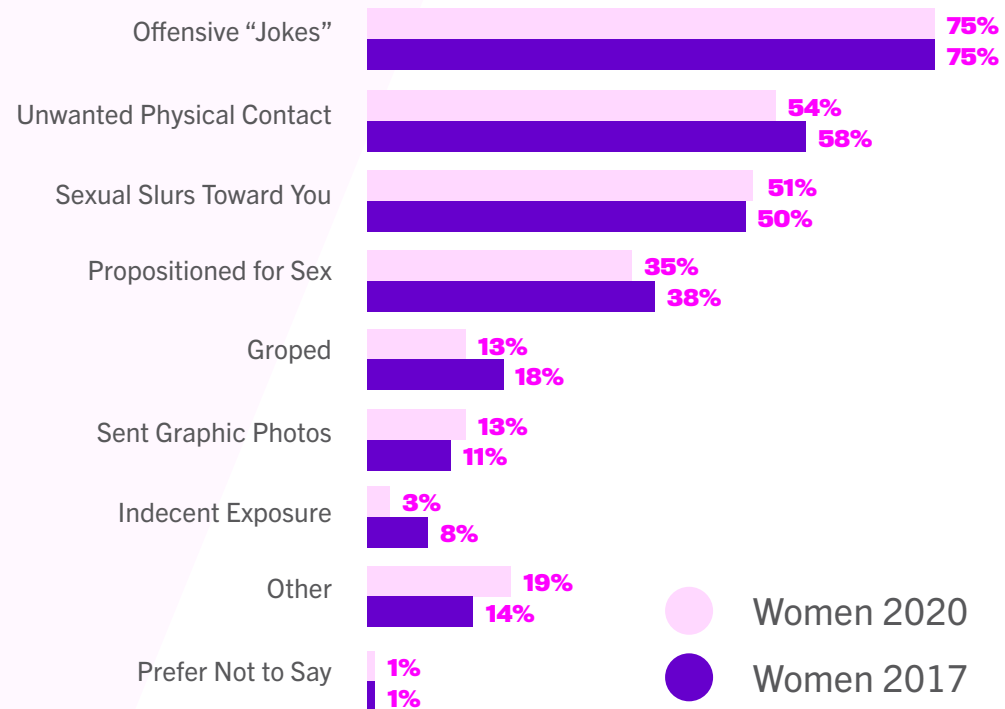


● Yes
● No

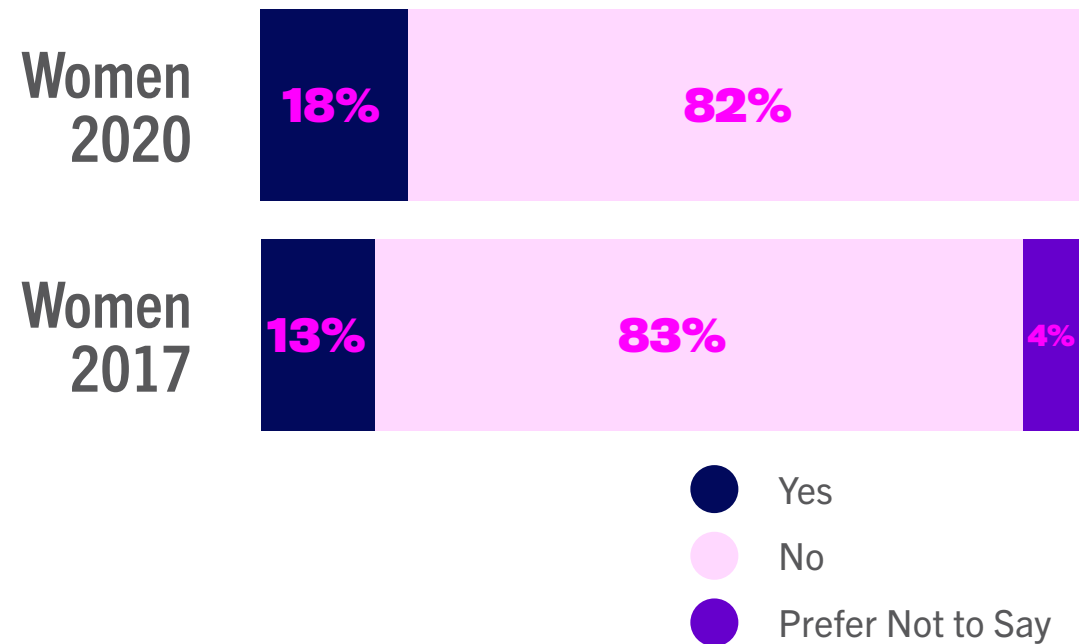
[IF Q42=1] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.
[IF Q44=3] Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for a promotion, raise, etc.?

TECH EMPLOYEES' EXPERIENCES WITH SEXUAL HARASSMENT OVER TIME

Type of Sexual Harassment



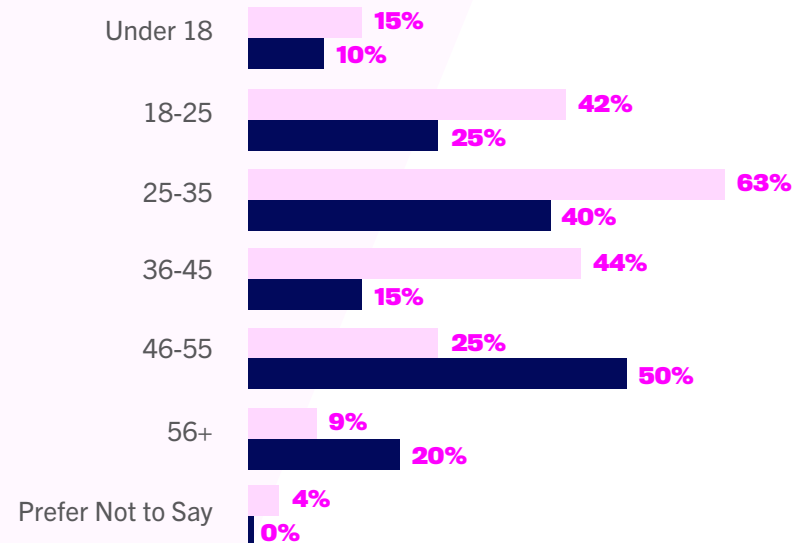
Sexual Harassment Intended in Exchange for Raise, Etc.



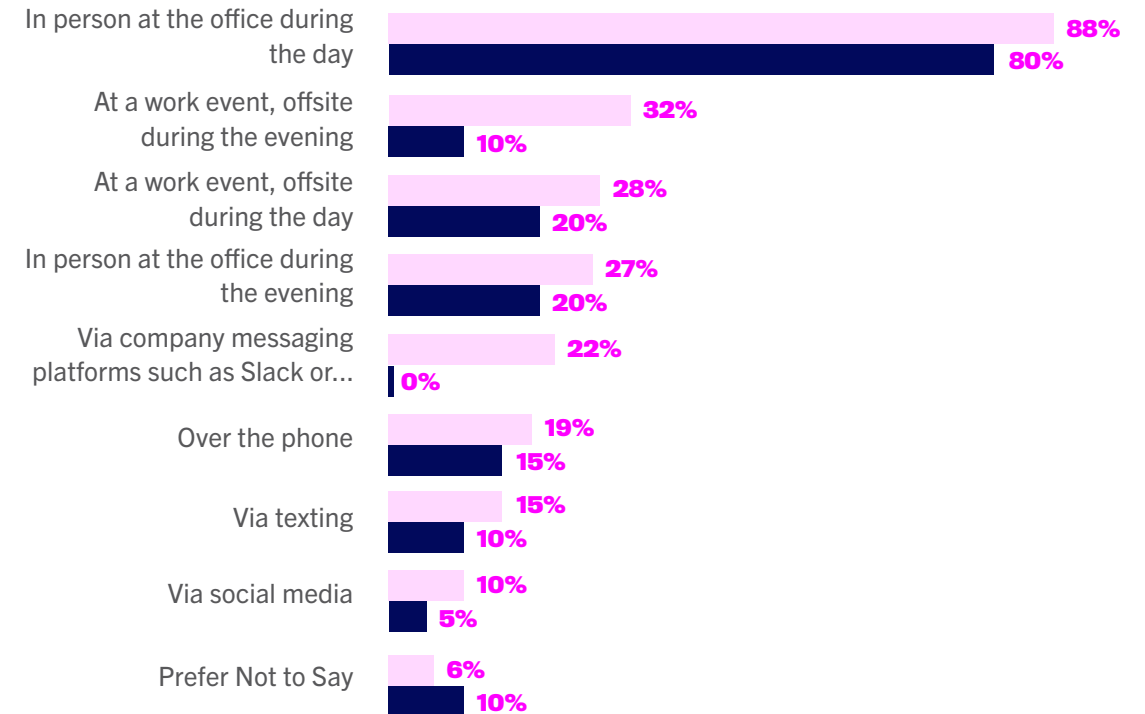
[IF Q42=1] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.
 [IF Q44=3] Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for a promotion, raise, etc.?

TECH EMPLOYEES WHO WERE HARASSED

Age



Where Harassment Occurred



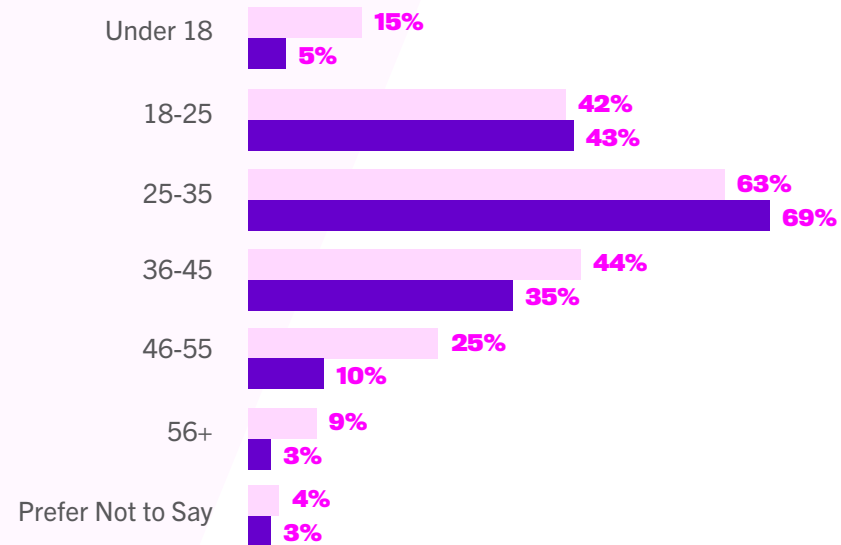
● Women
● Men

[IF Q39=1] And how old were you when you were harassed? Please select all that apply.
And where did the harassment occur? Please select all that apply.

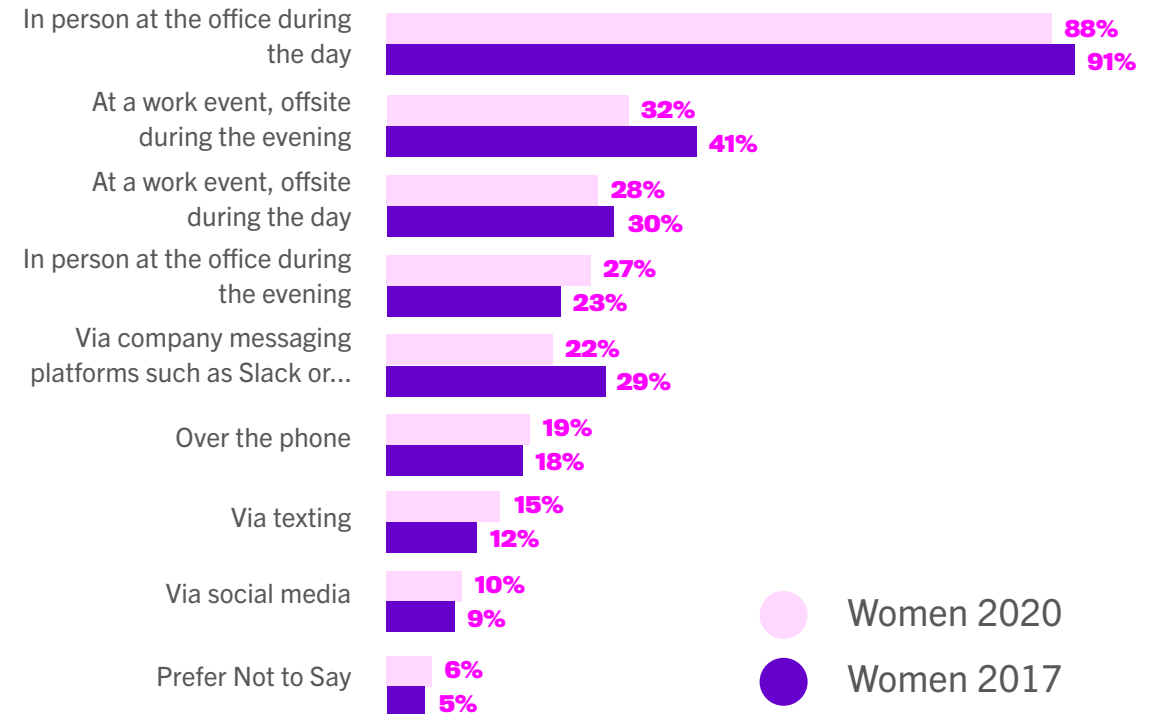
TECH EMPLOYEES WHO WERE HARASSED OVER TIME



Age



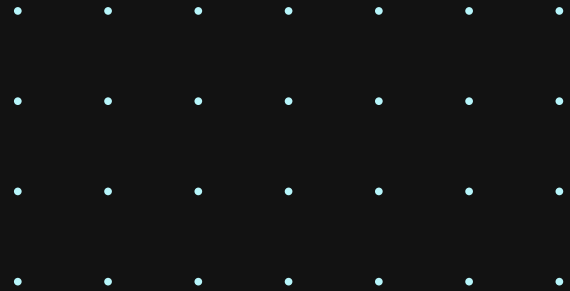
Where Harassment Occurred



● Women 2020
● Women 2017

[IF Q39=1] And how old were you when you were harassed? Please select all that apply.
And where did the harassment occur? Please select all that apply.

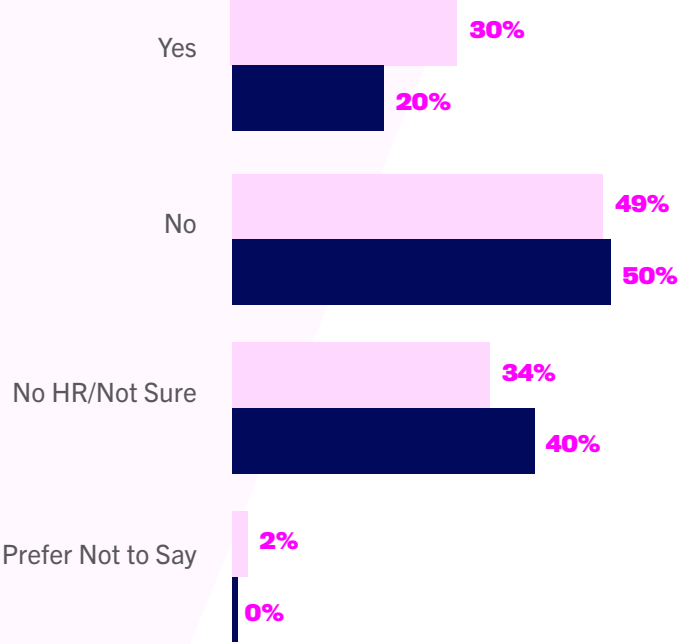
TECH EMPLOYEES REPORTING HARASSMENT



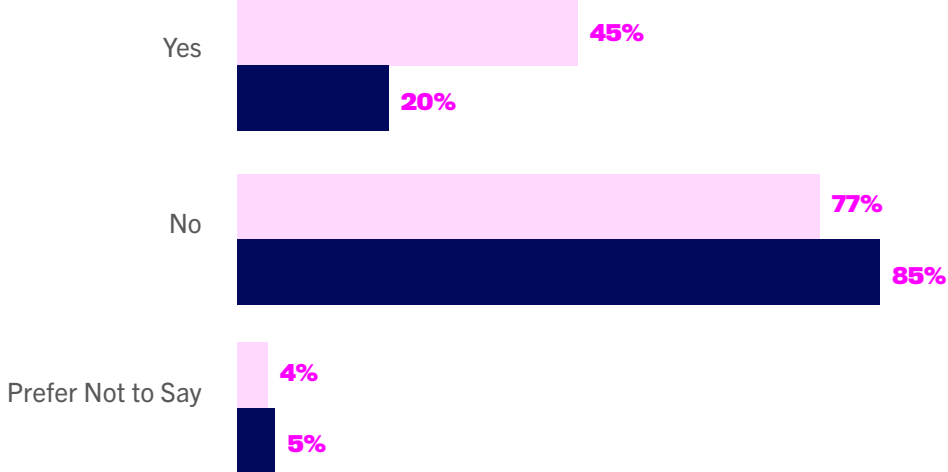
REPORTED HARASSMENT



Reported to HR



Reported to Senior Leadership



● Women
● Men

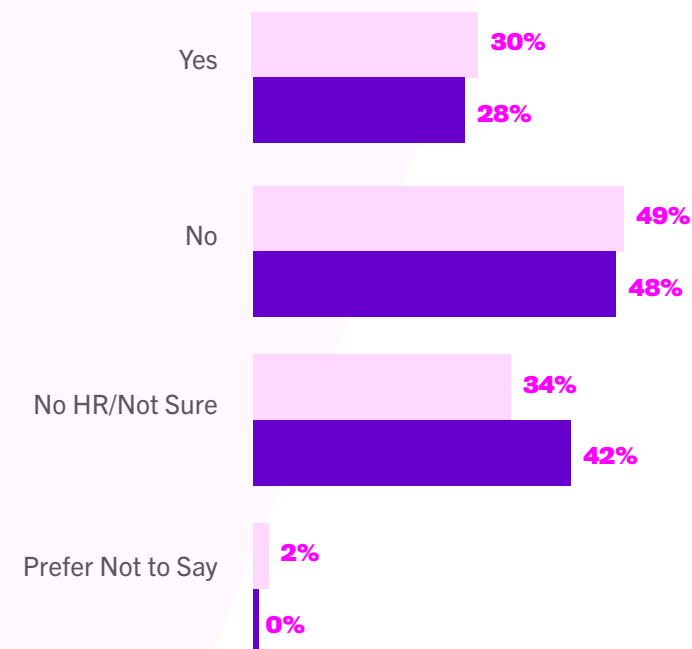
Does/Did your workplace have an HR Department where it was possible to formally submit a complaint about the harassment you experienced?
[IF Q48=1] Did you report the harassment to HR?
[IF Q48=1] Did you report the harassment to anyone in senior leadership?



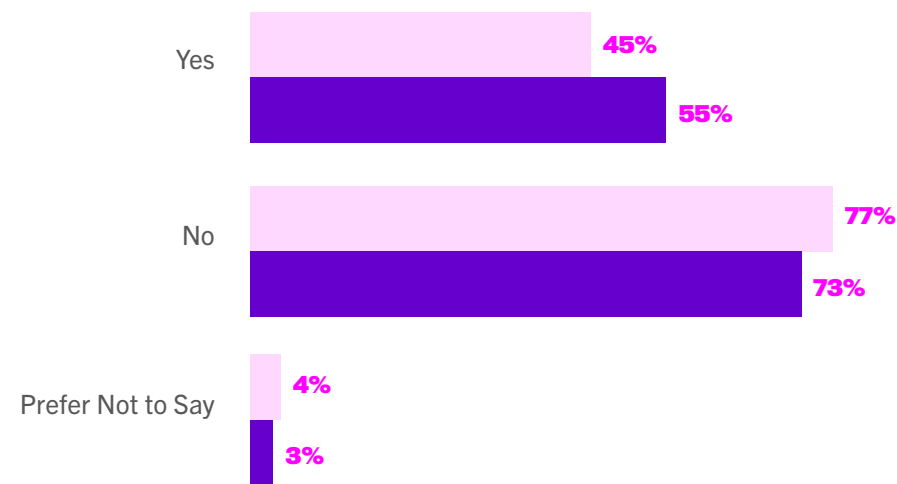
HARASSMENT REPORTED OVER TIME



Reported to HR



Reported to Senior Leadership



● Women 2020
● Women 2017

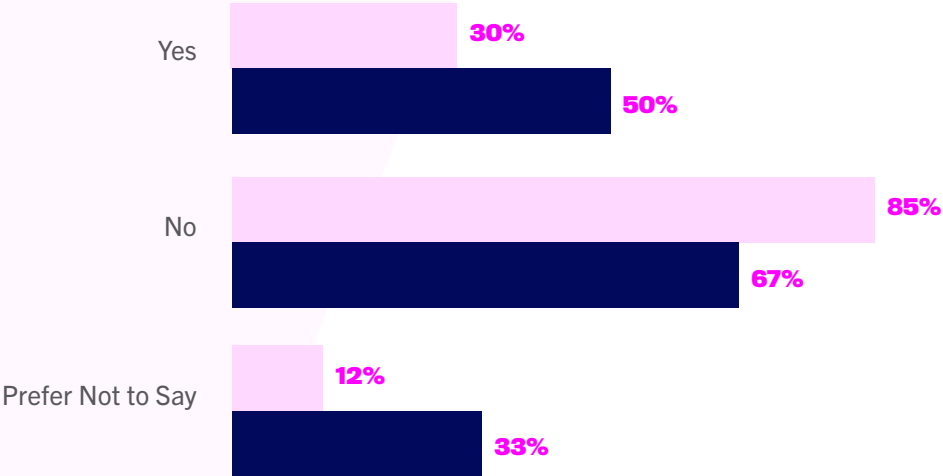
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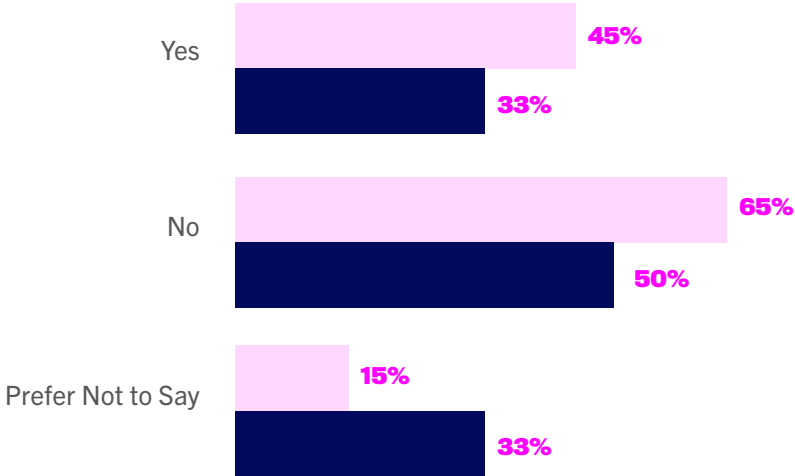
HARASSMENT REPERCUSSIONS



Repercussions for Harasser



Repercussions for Employee Harassed



● Women
● Men

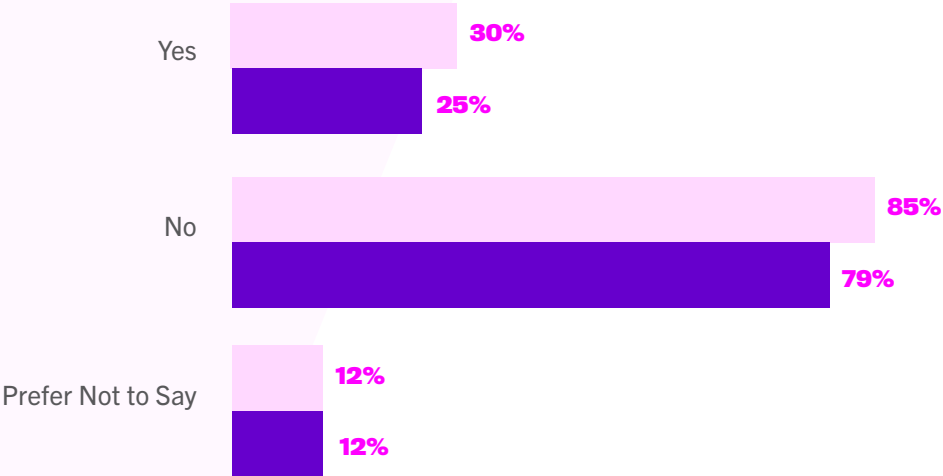
[IF Q49=1 OR Q50=1] Did the person who you reported for harassing you face any repercussions at work?
[IF Q49=1 OR Q50=1] Did you face any negative repercussions after reporting the harassment?



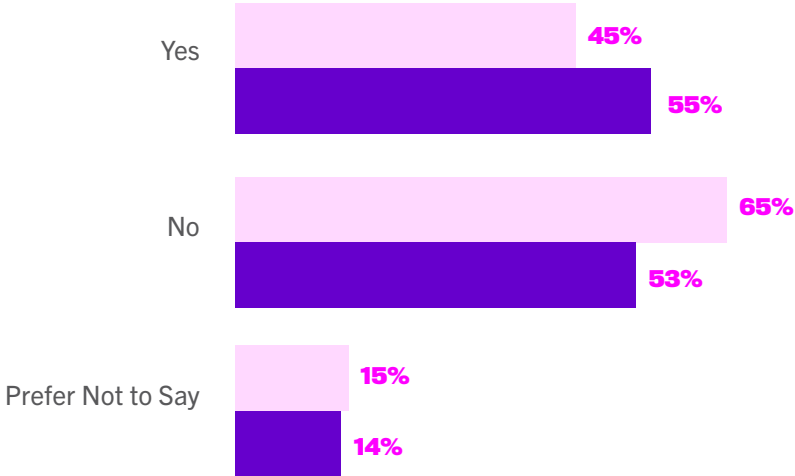
HARASSMENT REPERCUSSIONS OVER TIME



Repercussions for Harasser



Repercussions for Employee Harassed

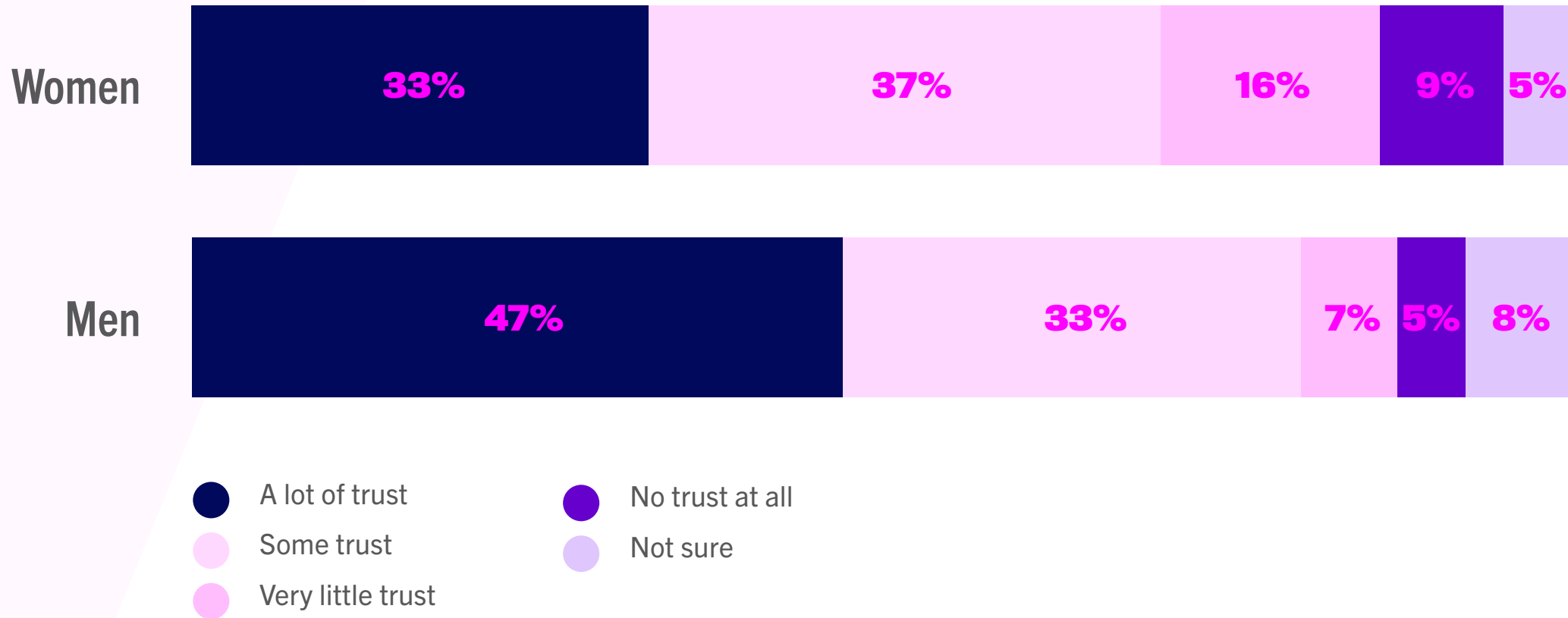


● Women 2020
● Women 2017

[IF Q49=1 OR Q50=1] Did the person who you reported for harassing you face any repercussions at work?
[IF Q49=1 OR Q50=1] Did you face any negative repercussions after reporting the harassment?

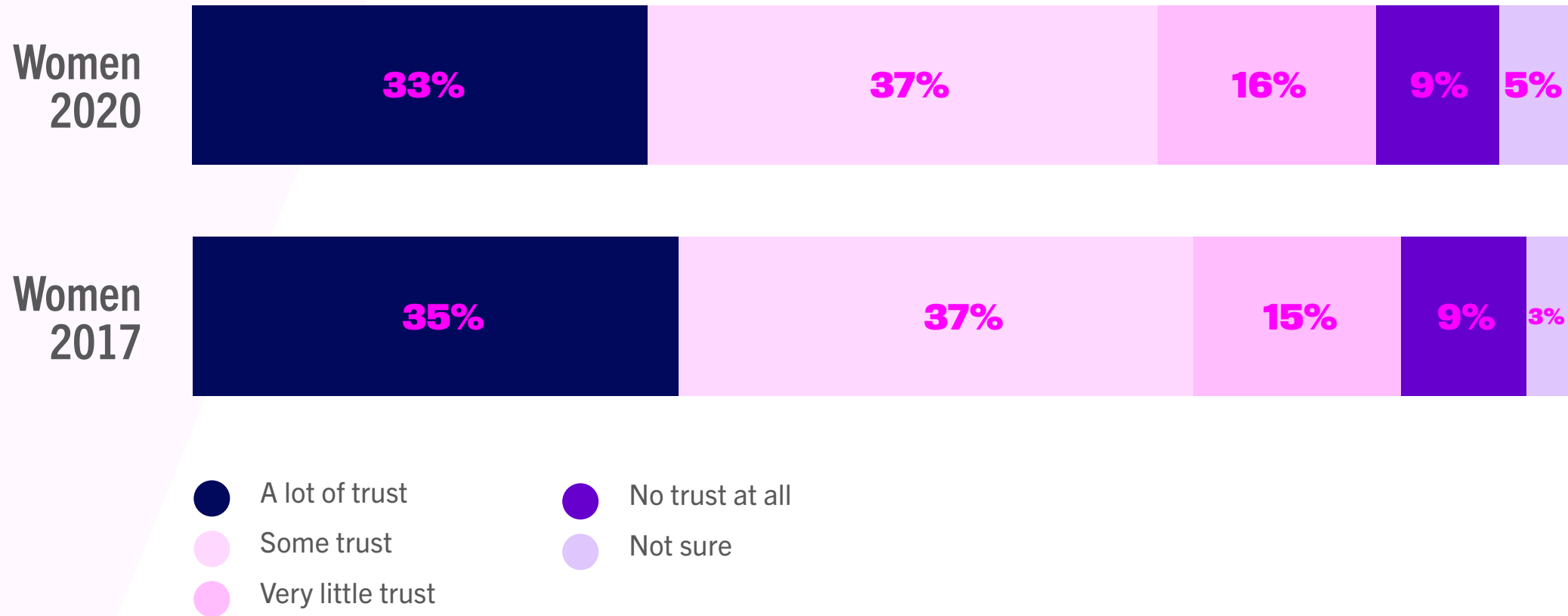


TRUST COMPANIES TO HANDLE HARASSMENT ALLEGATIONS



[IF NONFOUNDER] And in general, how much trust do you have in the company you currently work for when it comes to handling allegations of harassment?

TRUST COMPANIES TO HANDLE HARASSMENT ALLEGATIONS OVER TIME



[IF NONFOUNDER] And in general, how much trust do you have in the company you currently work for when it comes to handling allegations of harassment?

METHODOLOGY



1,003 interviews among adults in the tech and startup sector were conducted by Lincoln Park Strategies on behalf of Women Who Tech from February 13 - March 23, 2020 via an online survey.

Women who Tech

womenwhotech.com

Craig Newmark Philanthropies

