Dutch Diversity and Inclusion in Digital

PERCENTAGE OF WOMEN IN THE 6 TECH ROLE TYPES

Role	%
Data	35%
IT Operation	13%
Product & Delivery	30%
QA & Testing	42%
UX & Design	39%
Developer	16%
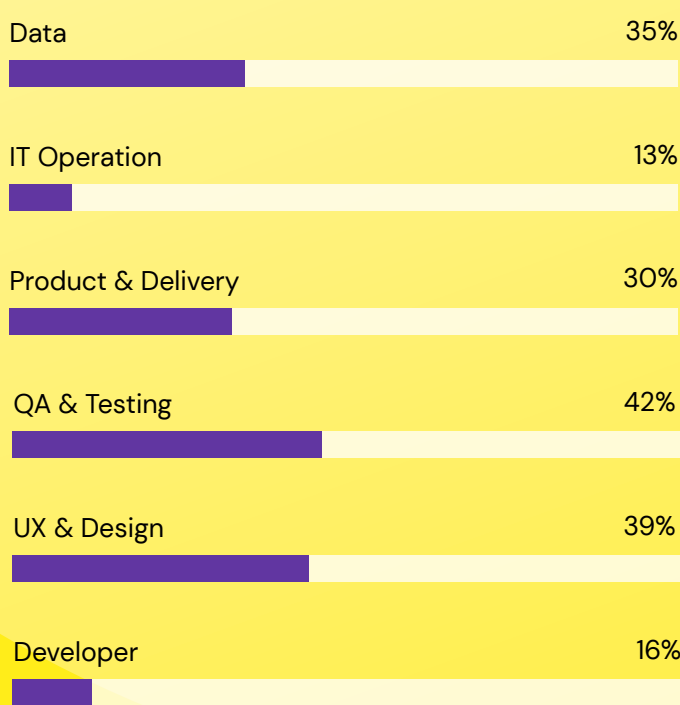
REPRESENTATION OF WOMEN IN THE DIGITAL INDUSTRY

- 38% — Women in total
- 30% — Women in leadership
- 25% — Women CEOs

For this benchmark

150 companies were invited to participate, 40 companies participated and almost 30.000 employees working in the Dutch digital industry are represented.

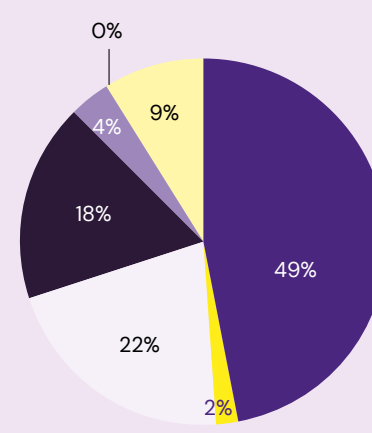## WHAT DO ORGANISATIONS TRACK?

Top 3 most tracked

Startup/scale-up		SME & corporate	
1. Gender	81%	1. Gender	80%
2. Age	75%	2. Age	73%
3. Ethnicity	44%	3. Ethnicity	20%

Top 3 least tracked

Startup/scale-up		SME & corporate	
1. Use of self-identification tool	13%	1. Disability*	0%
2. Orientation	13%	2. Socio-economic background*	0%
3. Socio-economic background	13%	3. Neurodiversity*	0%

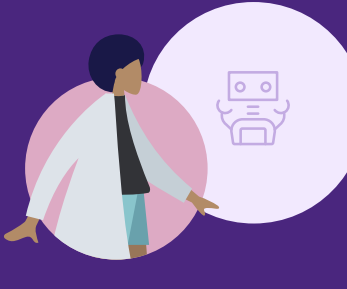* Not being tracked

ETHNICITY IN ROLES

Ethnicity total roles

Ethnicity tech roles

Legend:
- Dutch
- Second generation Dutch
- Western migrant
- Non-Western migrant
- Any other ethnicity
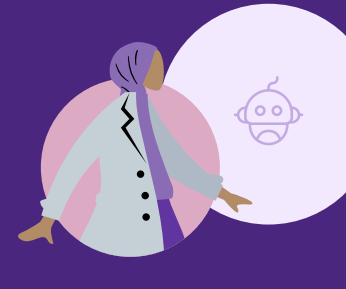- No ethnicity disclosed
- Unknown
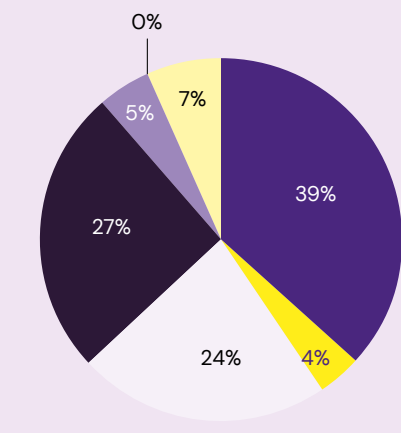
- 30% — Women in leadership roles*
- 21% — Women in tech roles*
- 22% — Women in senior tech roles*

* For the D&I definitions used please visit www.diversityhero.com

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TOP 3 POLICY OPPORTUNITIES

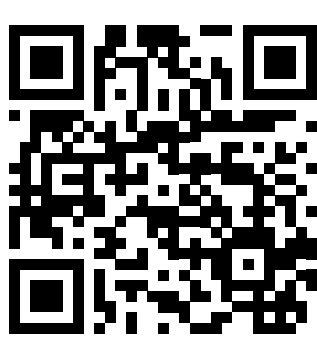| Startup/scale-up		SME & corporate	
1. Do interviewers/assessors complete unconscious bias training?	19%	1. Are minorities and underrepresented groups represented at all levels of leadership?	33%
2. Do leaders/managers have D&I objectives/KPIs in their performance measures?	31%	2. Do interviewers/assessors complete unconscious bias training?	40%
3. Do you have a policy and safe process for employees to call out bias?	50%	3. Do leaders/managers have D&I objectives/KPIs in their performance measures?	47%

TOP 3 INTERVENTION OPPORTUNITIES

What skills and training interventions does your organisation offer to improve inclusion and diversity in technical roles?

Startup/scale-up		SME & corporate	
1. Tech returner programmes (for those who have had a break from a tech career)	13%	1. Tech returner programmes (for those who have had a break from a tech career)	20%
2. Apprenticeships in tech	19%	2. Graduate schemes in tech or with tech rotations	27%
3. Coaching for those in or seeking tech roles	19%	3. Apprenticeships in tech	33%
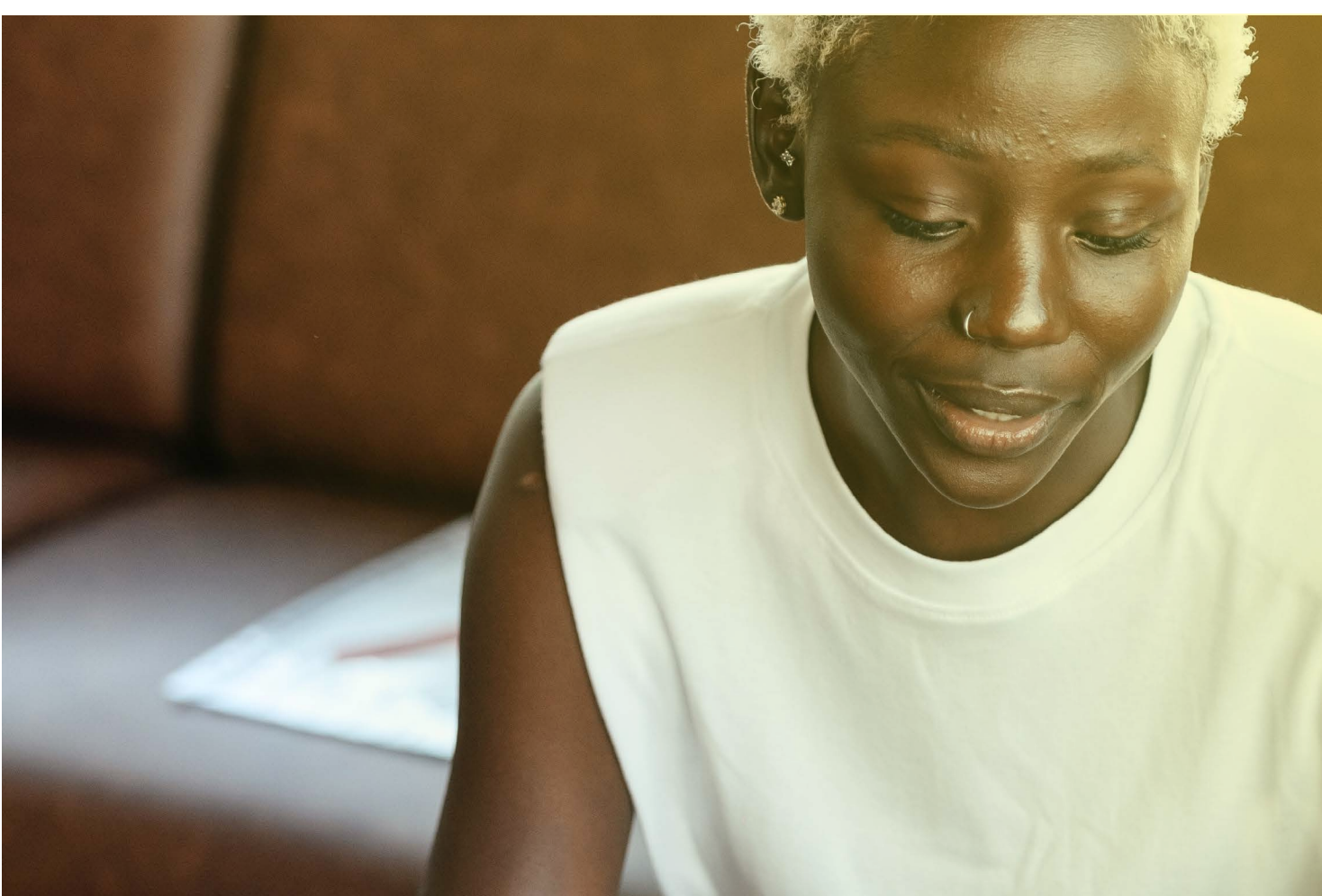
"44% of the organisations plan to increase their offering in skills and training interventions to improve inclusion and diversity in technical roles in 2022."

JOIN OUR BENCHMARK AND MAKE THE DIFFERENCE

We bring together the driving force of tech companies wanting to accelerate and improve D&I within the Netherlands and beyond. By producing a D&I data benchmark, we're aiming to support organisations in measuring D&I and tracking progress with our annual reports. And with the results, we interact throughout the year by uncovering more resources, sharing knowledge and best practices and hosting roundtables and workshops.

Visit our website!
diversityhero.com