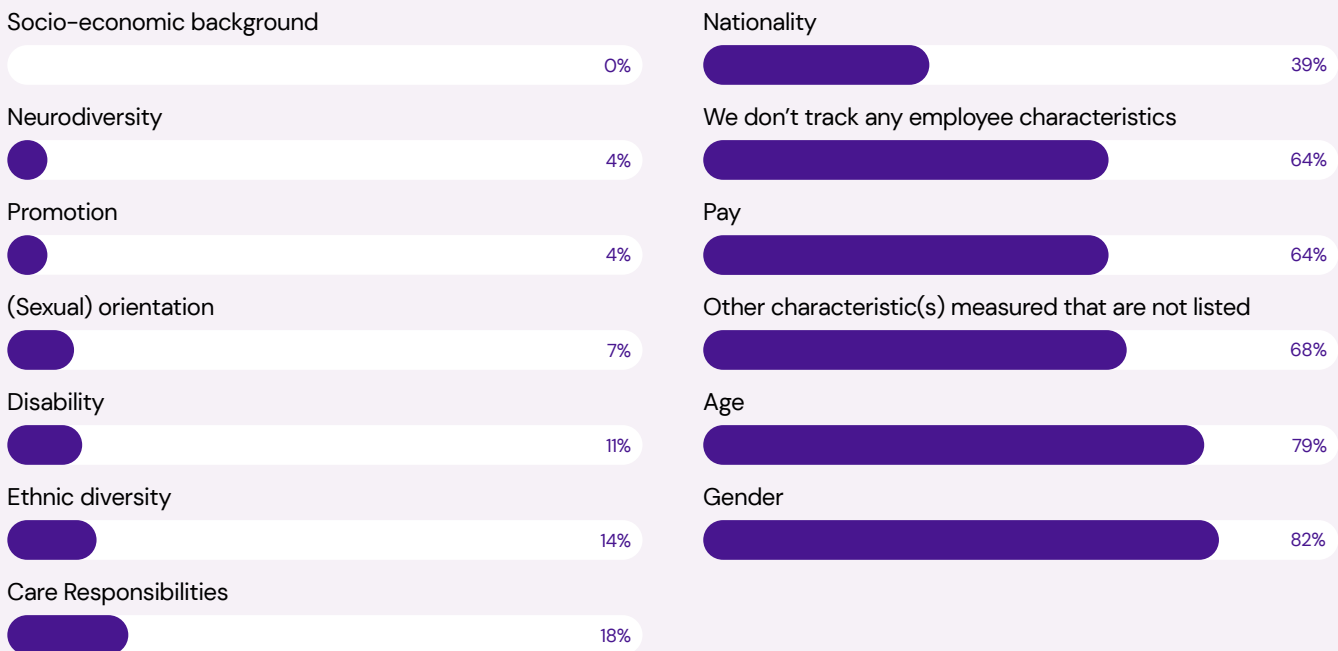
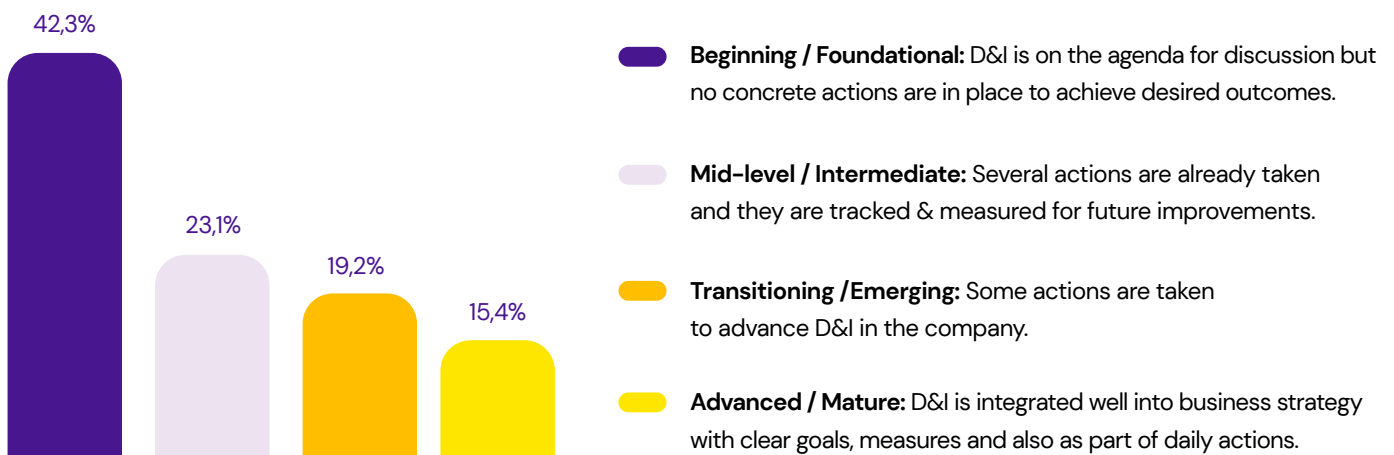


Key findings

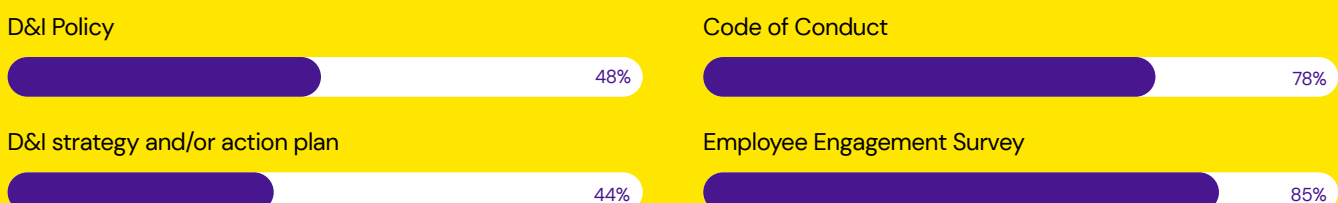
What do companies track?



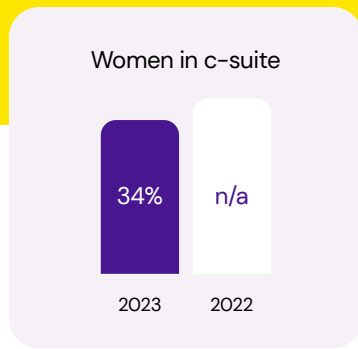
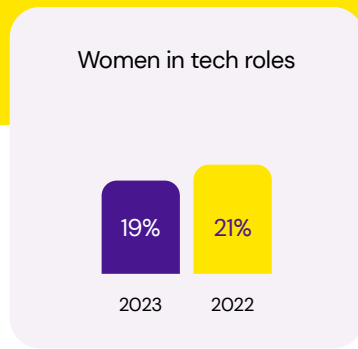
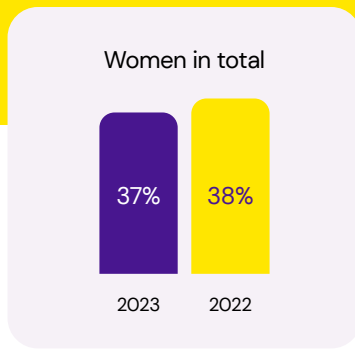
Which of the following categories best describes where companies think they stand on D&I?



D&I Policies and processes: what D&I practices do companies have in place?

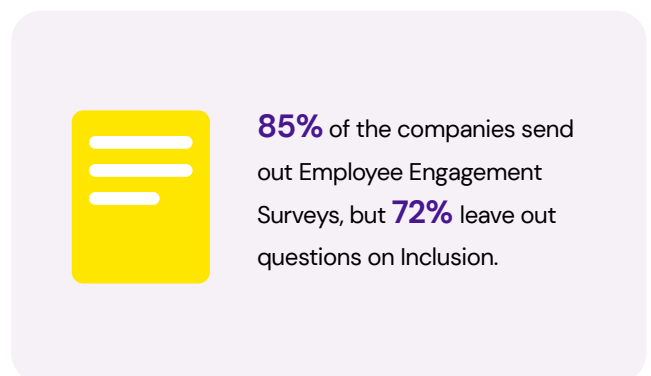
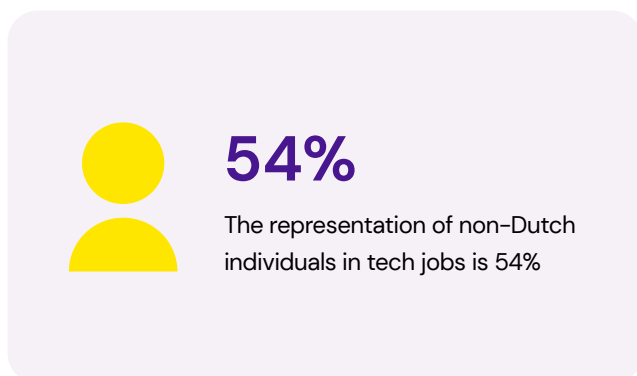


Women in Dutch tech



Women in tech roles

	2023	2022	
Senior Tech roles	13%	22%	↓
Data roles	26%	35%	↓
IT operations roles	13%	13%	—
Product and Delivery roles	35%	30%	↑
Q&A Testing roles	39%	42%	↓
UX and Design roles	47%	39%	↑
Developer roles	17%	16%	↑



Do companies use a self-identification tool to gather D&I data?

Don't, but planning to implement this

