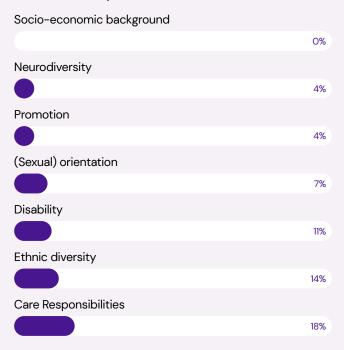
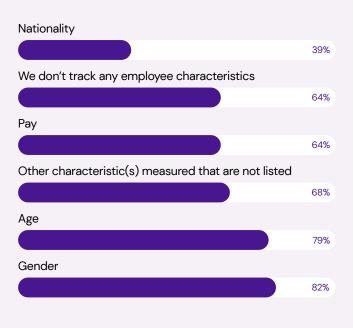
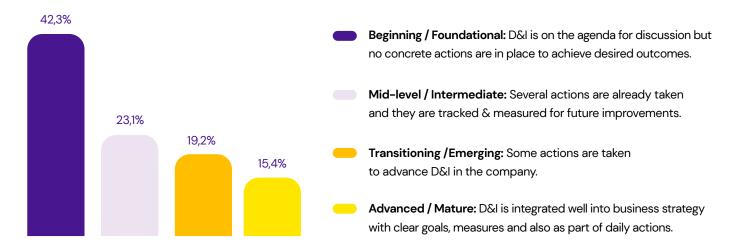
# Key findings

### What do companies track?





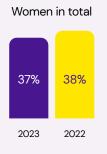
#### Which of the following categories best describes where companies think they stand on D&I?

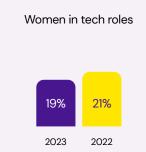


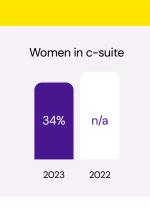
## D&I Policies and processes: what D&I practices do companies have in place?



#### Women in Dutch tech



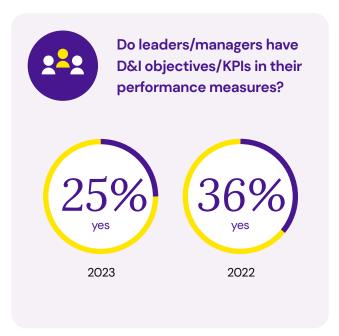






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440					

	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% <b>•</b>
UX and Design roles	47%	39% ↑
Developer roles	17%	16% 🛧





54%

The representation of non-Dutch individuals in tech jobs is 54%



**85%** of the companies send out Employee Engagement Surveys, but **72%** leave out questions on Inclusion.

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

Don't, but planning to implement this

✓ Do 21,5%

× Don't 71,5%

+ 7%