

Mapbox & DBL Partners – building a diverse workforce in high-tech

About Mapbox: Mapbox is a mapping platform for developers. Our building blocks make it easy to integrate location into any mobile or online application. We want to change the way people move around cities and understand our planet. From finding a coffee spot on Foursquare, to pinning a vacation spot on Pinterest, to geo-tagging notes in Evernote – we do the geo stuff so developers can focus on building their app. Mapbox is the foundation for other platforms, letting enterprises analyze their data, drone companies publish flyovers, real estate sites visualize properties, satellite companies process cloud-free imagery, and insurance companies track assets. Learn more at: www.mapbox.com

About DBL Partners: About DBL Partners: DBL Partners is a pioneer of double bottom line venture capital, a growing field of investing that seeks to optimize both financial return (First Bottom Line) and positive social impact, including social, environmental and regional economic benefits (Second Bottom Line). The firm focuses on sustainable energy, products and services, digital media and imaging, health care, and IT. The team has invested in a wide range of successful portfolio companies, including Pandora Media (NYSE:P), SolarCity (NASDAQ:SCTY), Tesla Motors (NASDAQ:TSLA), Revolution Foods, SpaceX, Mapbox, and many others, which have created more than 45,000 jobs. Learn more at: www.dblpartners.vc

- DBL Partners initially invested in Mapbox in June of 2015.
- One of Mapbox's core values is to build a diverse team that reflects the world. During Q3 2015, the DBL team guided Mapbox on their diversity initiative. DBL pointed the company to research including the 2015 McKinsey report, “Diversity Matters” and the related 2015 UN Sustainability Goals: #5 Achieve gender equality and empower all women and girls and #8 Promote inclusive and sustainable economic growth, employment and decent work for all. DBL emphasized the importance of building a diverse workforce across all job functions and the need for reliable metrics.
- In Q1 2016, Mapbox released its internal Diversity Policy that will continue to evolve as the company moves forward. Below are excerpts from the policy:
 - Why a diverse team: Mapbox employees will come from a diverse range of cultural, ethnic, social and economic backgrounds. Half of those individuals will be women. Many will have degrees and prior professional experience. Many will not have gone to college, had a previous job, or had experience in our work. This is a goal that makes sense for any team but Mapbox has a unique opportunity to understand and execute this vision. Creating the building blocks to change how people move around the planet is a play with the scope of 100 startups, not 1.
 - Individuals come first: Numbers are critical to understanding how we are doing. They help us measure our progress and give us concrete goals to achieve. We use metrics of diversity to make sure we are executing our vision and alert us when we are not.

Since Mapbox launched its Diversity Policy in Q1 2016 through the end of Q3 2016 the company's hiring practices have resulted in:

- 47% of Mapbox's domestic hires in 2016 have been women or non-binary
- 47% of Mapbox's domestic hires in 2016 identify as non-white

- Adjusting for Mapbox's India and Peru team members, 23% of Mapbox's total workforce at Q3 2016 identify as non-majority ethnicity in their country

Hiring of Engineers

- 35% of Mapbox's engineers hired in 2016 have been women or non-binary
- 26% of Mapbox's engineers hired in 2016 identify as non-white
- Adjusting for Mapbox's India and Peru team members, 13% of Mapbox's engineers at Q3 2016 identify as non-majority ethnicity in their country

Executive Management

At the executive leadership level, accounting for Q4 changes, Mapbox's hiring practices have resulted in:

- 28% ethnic minority officers (C-level executives)
- 14% women officers (C-level executives)