

Data from March 2016 Equal Employment Commission Report on Diversity in Silicon Valley Tech Firms

Below is a graph of the race and gender composition across occupation of the top 75 Silicon Valley Tech firms studied by the Equal Employment Opportunities Commission.

Top Ranked 75 Silicon Valley Tech Firms Aggregated (2014)				
	Professionals	Sales	Technicians	Executives & Managers Combined
Women	30%	25%	23%	28%
Men	70%	75%	77%	72%
Asian	50%	11%	23%	36%
Black	2%	3%	11%	Less than 1%
Hispanic	4%	6%	12%	1.6%
White	41%	77%	50%	57%

Source: Equal Employment Opportunity Commission, *Diversity in High Tech*, 2016

Below is a graph of diversity in the biggest tech industries at the national level.ⁱ

Diversity in the Largest Tech Industries, 2014						
Location	Census Designation					
	Male	Female	White	Hispanic	Black	Asian
U.S.	43.6%	56.4%	62.8%	16.9%	12.2%	4.9%
California	49.7%	50.3%	38.5%	38.6%	6.5%	14.4%
Google	72%	28%	61%	4%	2%	31%
Facebook	71%	29%	57%	4%	1%	34%
Twitter	72%	28%	60%	2%	2%	33%
Microsoft	76%	24%	61%	5%	3%	29%
Apple	71%	28%	61%	12%	8%	16%
Amazon	63%	37%	60%	9%	15%	13%
Intel	76%	24%	56%	8%	4%	31%

Source: 2014 American Community Survey, 2014 EEO-1 reports from respective companiesⁱⁱ

According to a 2014 survey by the Computing Research Association of 121 top U.S. and Canadian colleges, black students took home 4.1% of the bachelor's degrees in computer science, information technology and computer engineering. That is double the average of African-Americans hired at the biggest tech firms. Hispanics accounted for 7.7% of the degrees, also double the average of Latinos hired at the biggest tech firms.ⁱⁱⁱ A graph has been constructed below to highlight the potential employee pool.^{iv}

Diversity of Potential Employee Pool vs. Workers in 2014

	White	Asian	Black	Hispanic
Tech Students	58%	21%	6%	11%
Cisco	54%	36%	3%	5%
Google	61%	31%	2%	4%
Intel	56%	31%	4%	8%
LinkedIn	51%	40%	2%	4%
Microsoft	61%	29%	3%	5%
Twitter	61%	33%	2%	2%
Yahoo!	47%	43%	2%	4%

Source: Each company's EEOC filing, 2014 Taulbee Survey | Darla Cameron/The Washington Post

ⁱ <http://www.theverge.com/2015/8/20/9179853/tech-diversity-scorecard-apple-google-microsoft-facebook-intel-twitter-amazon>, The Tech Diversity Scorecard, accessed May 18, 2016

ⁱⁱ <http://www.theverge.com/2015/8/20/9179853/tech-diversity-scorecard-apple-google-microsoft-facebook-intel-twitter-amazon>, The Tech Diversity Scorecard, accessed May 18, 2016

ⁱⁱⁱ https://www.washingtonpost.com/business/economy/silicon-valley-struggles-to-hack-its-diversity-problem/2015/07/16/0b0144be-2053-11e5-84d5-eb37ee8eaa61_story.html, Tech Diversity More than a Pipeline Issue, accessed May 23, 2016

^{iv} https://www.washingtonpost.com/business/economy/who-can-tech-companies-hire/2015/07/13/31dcbb4-29a4-11e5-a250-42bd812efc09_graphic.html, Tech Diversity More than a Pipeline Issue, accessed May 23, 2016

^v https://www.washingtonpost.com/business/economy/who-can-tech-companies-hire/2015/07/13/31dcbb4-29a4-11e5-a250-42bd812efc09_graphic.html, Tech Diversity More than a Pipeline Issue, accessed May 23, 2016