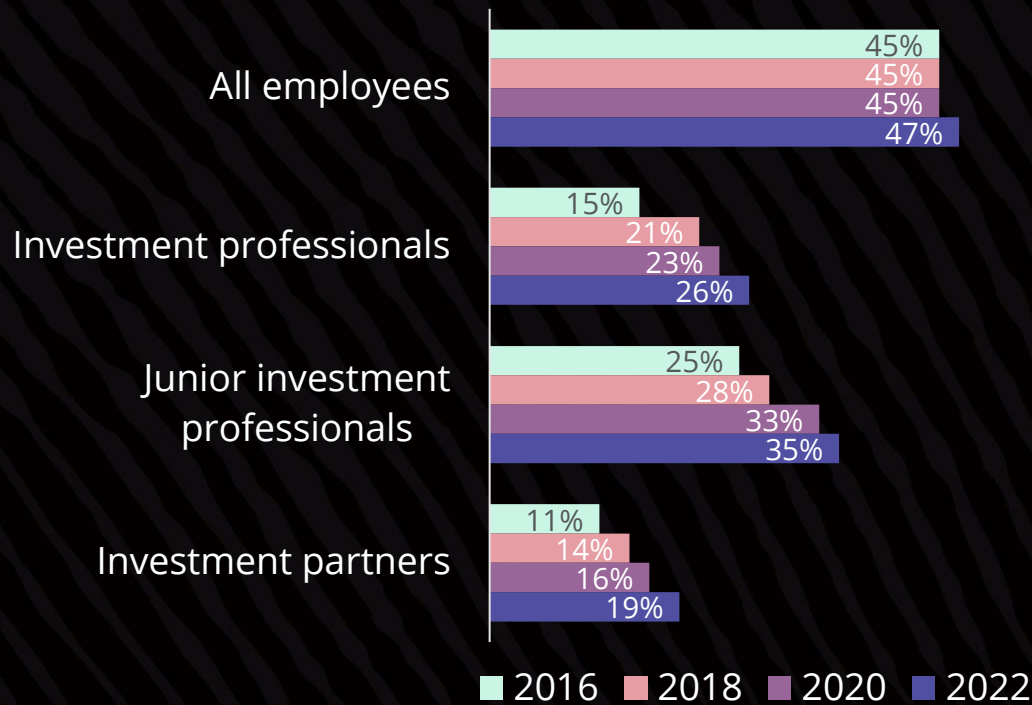


11 takeaways from the fourth edition of the VC Human Capital Survey

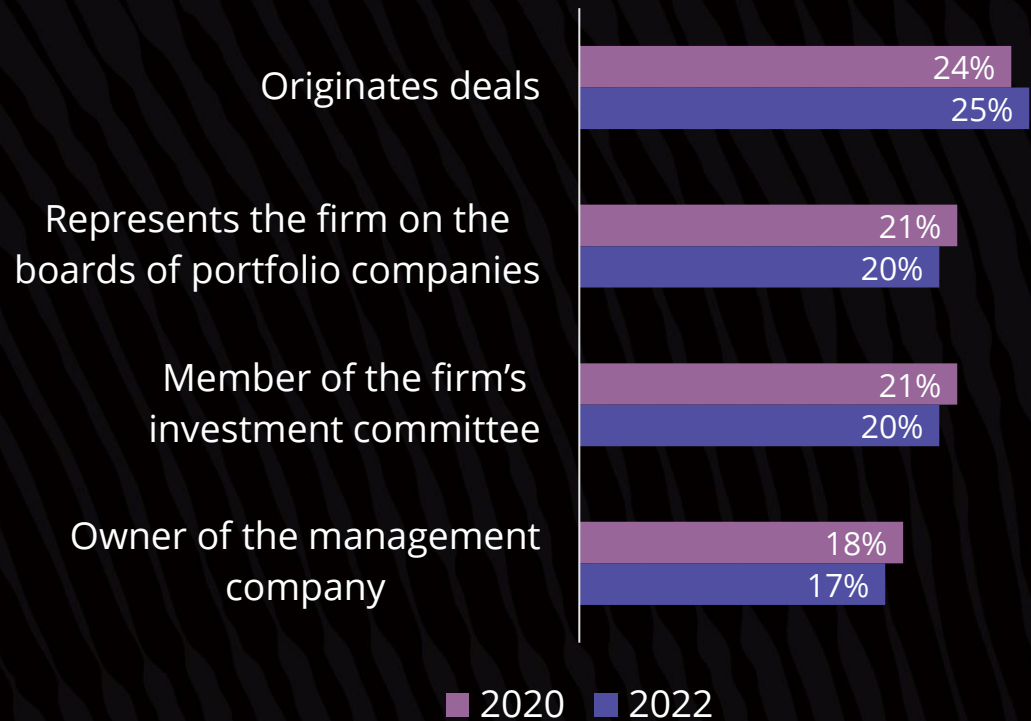
Steady progress in female representation

43% of firms reported having 1+ female partner in 2022 vs. 35% in 2020

% of female employees among each group



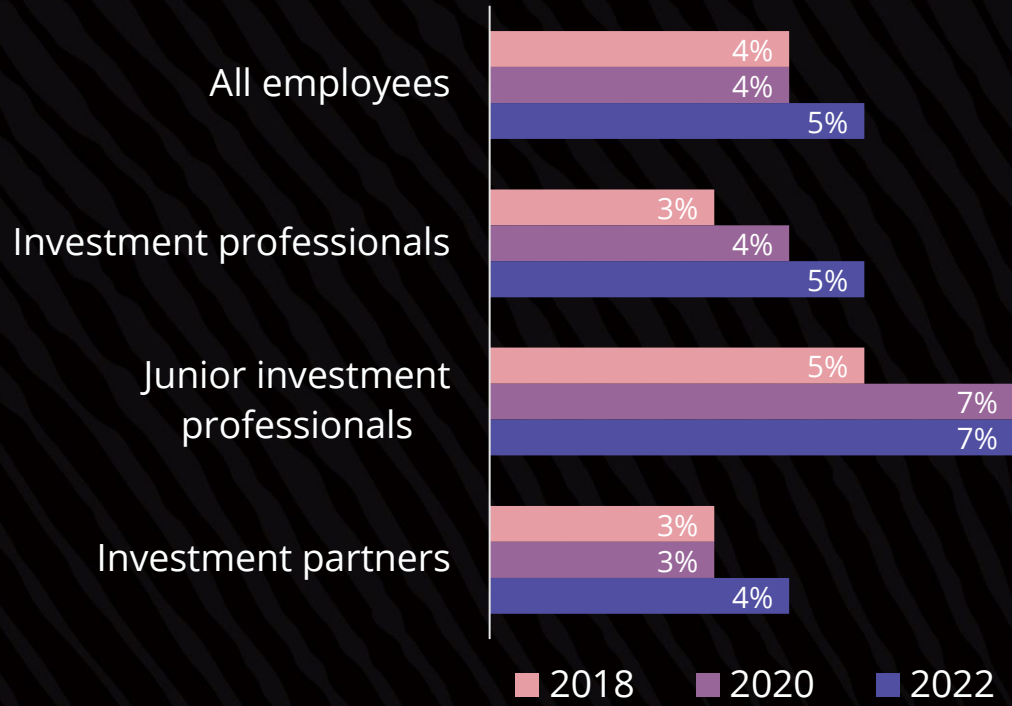
% of female employees among all investment professionals with these responsibilities



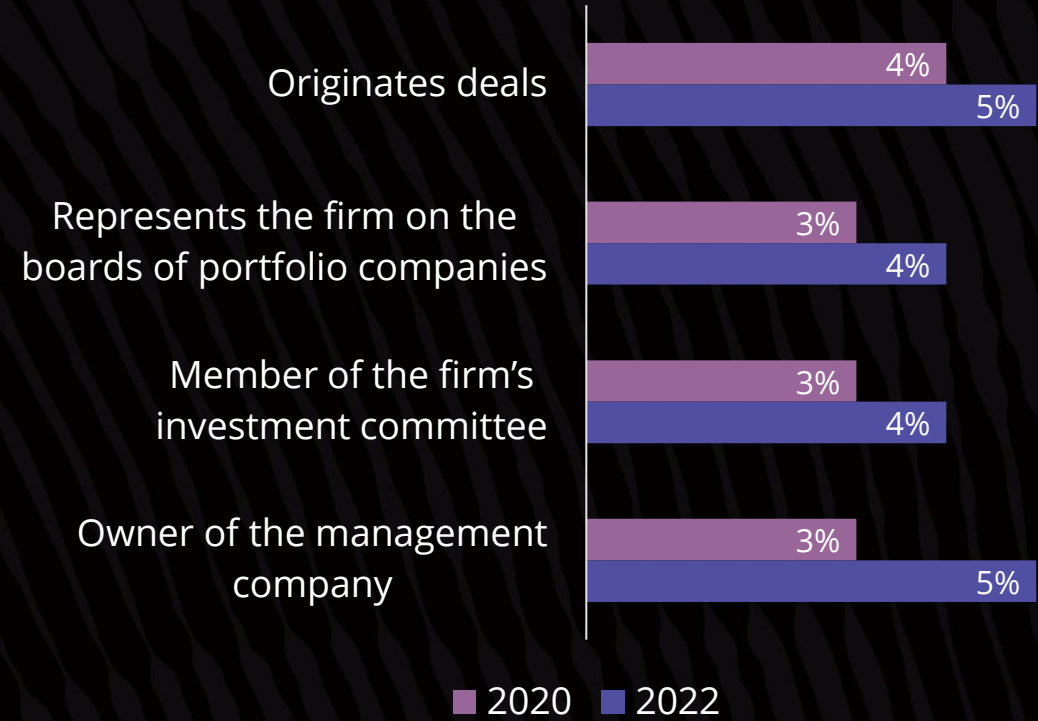
Uneven progress in Black representation

11% of firms reported having 1 Black partner in 2022 vs. 7% in 2020

% of Black employees among each group



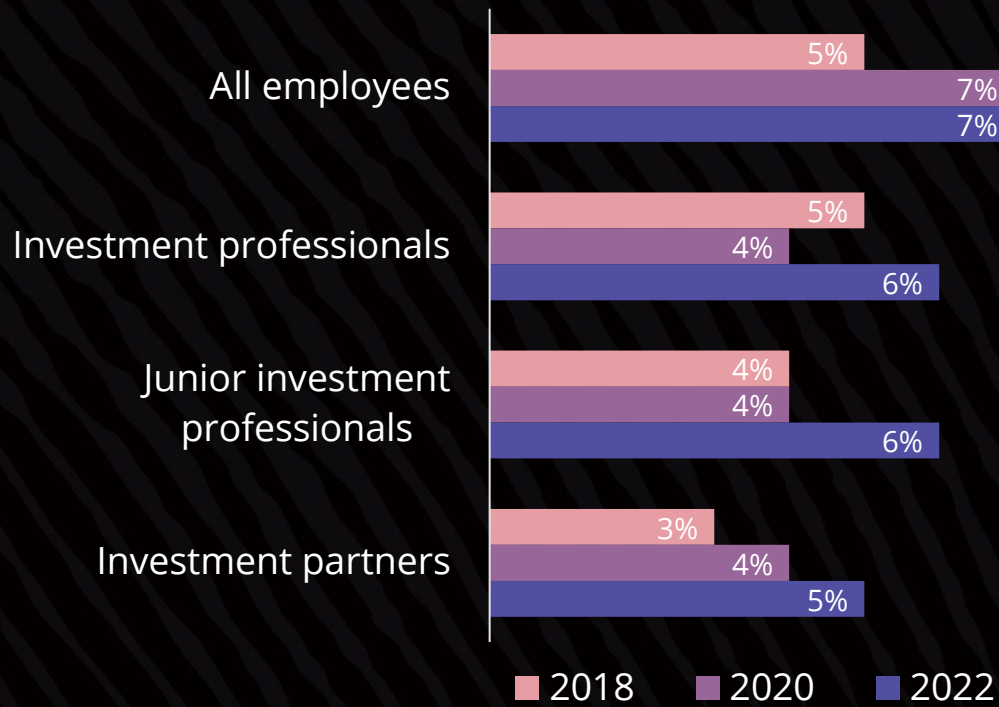
% of Black employees among all investment professionals with these responsibilities



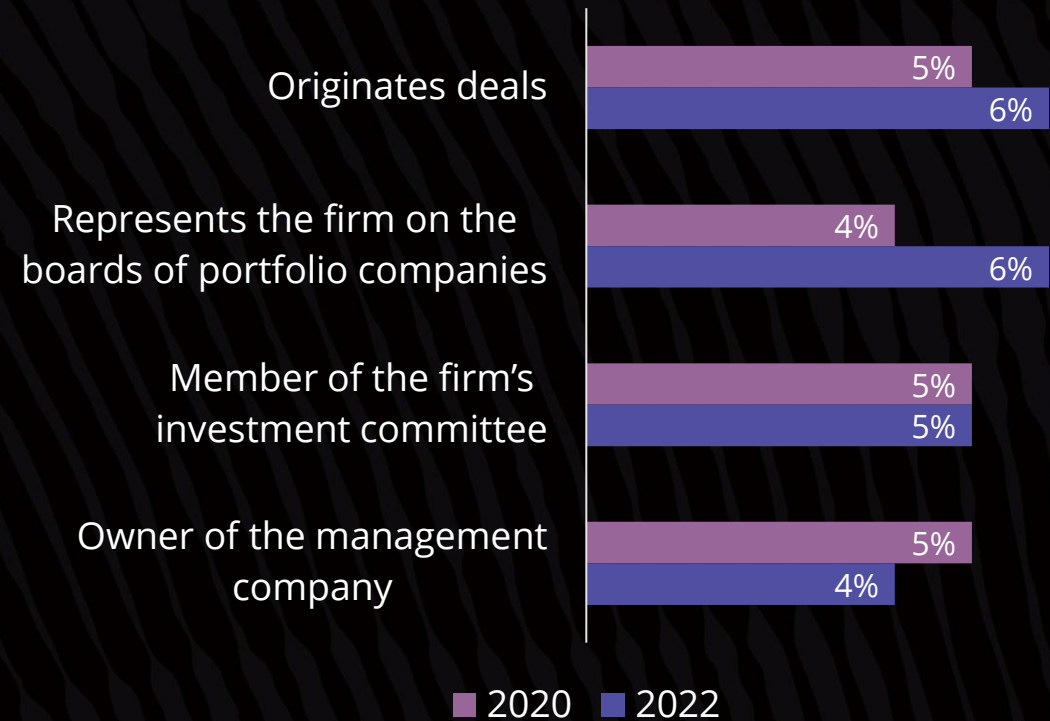
Some improvement in Hispanic representation

14% of firms reported having 1 Hispanic partner in 2022 vs. 10% in 2020

% of Hispanic employees among each group



% of Hispanic employees among all investment professionals with these responsibilities

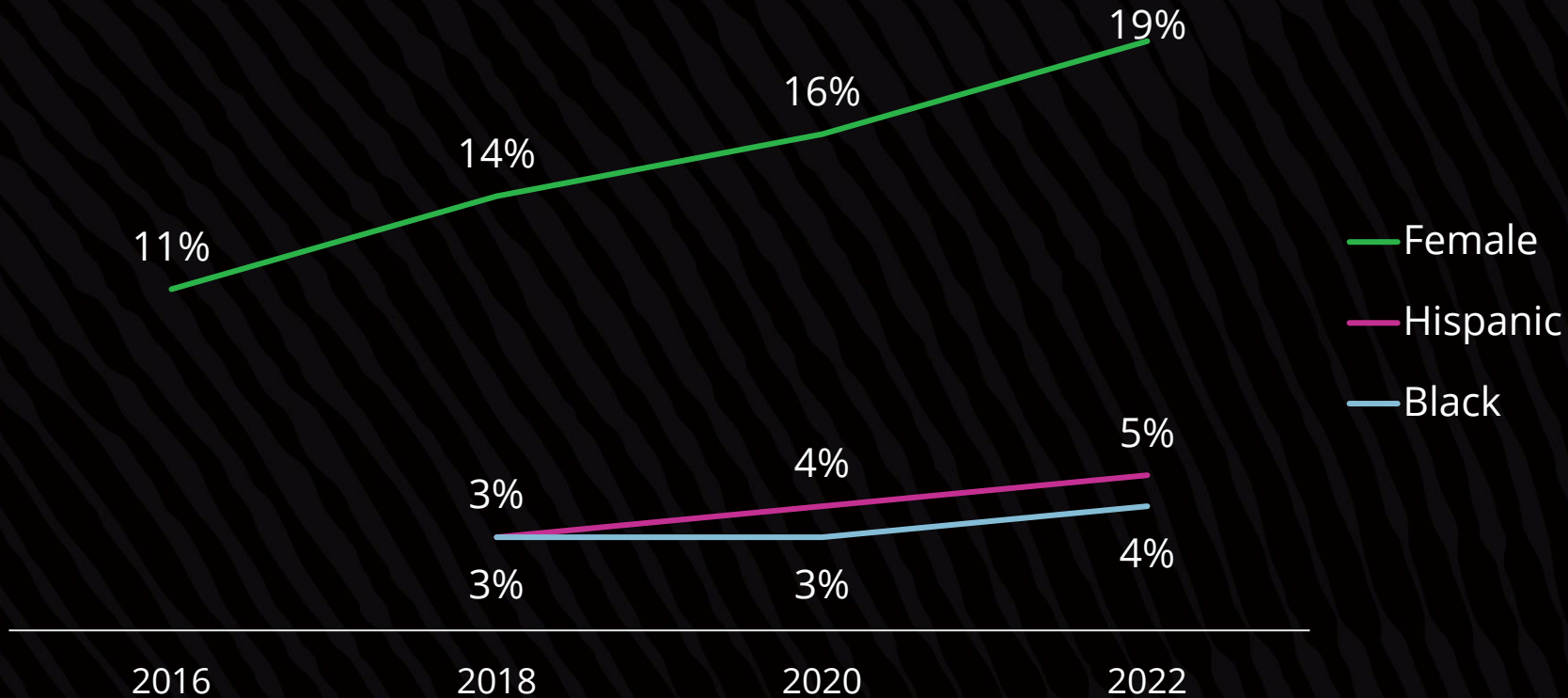


4

Intersectional approaches to DEI are critical

Investment partners:
19% female
5% Hispanic
4% Black

% of all investment partners represented by each demographic

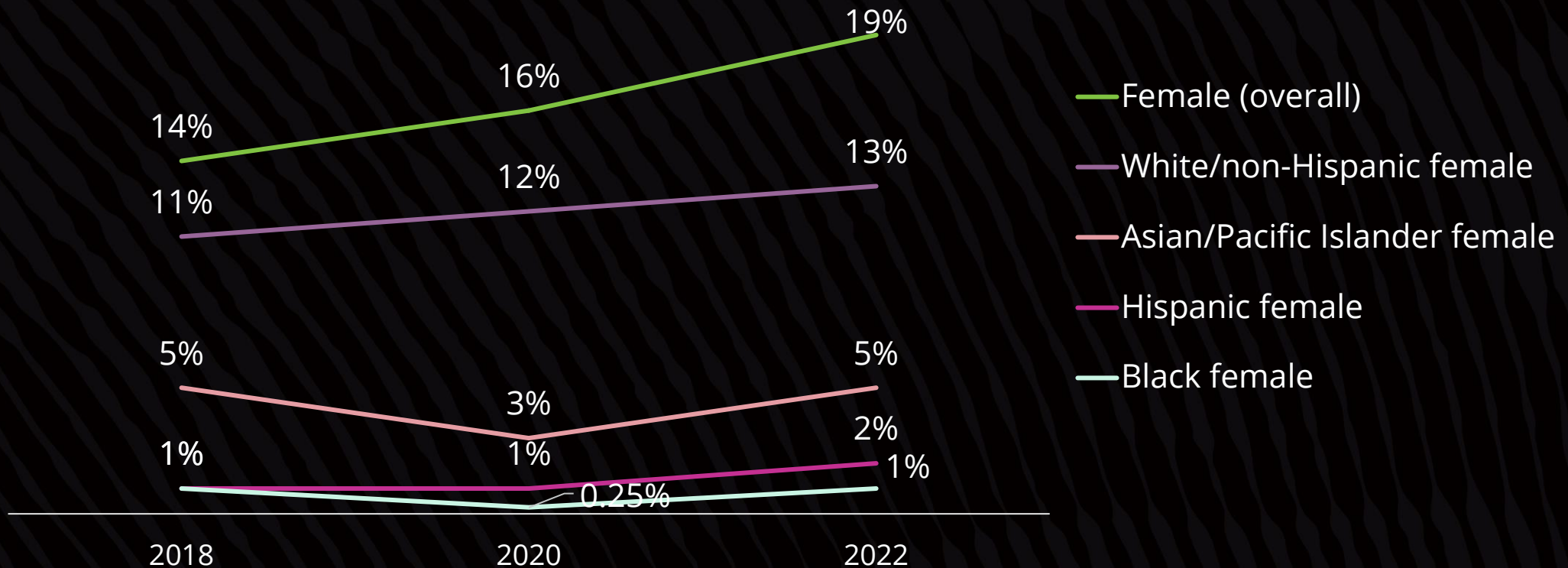


4

Intersectional approaches to DEI are critical

Disparity in representation for women of color

% of all investment partners represented by each demographic

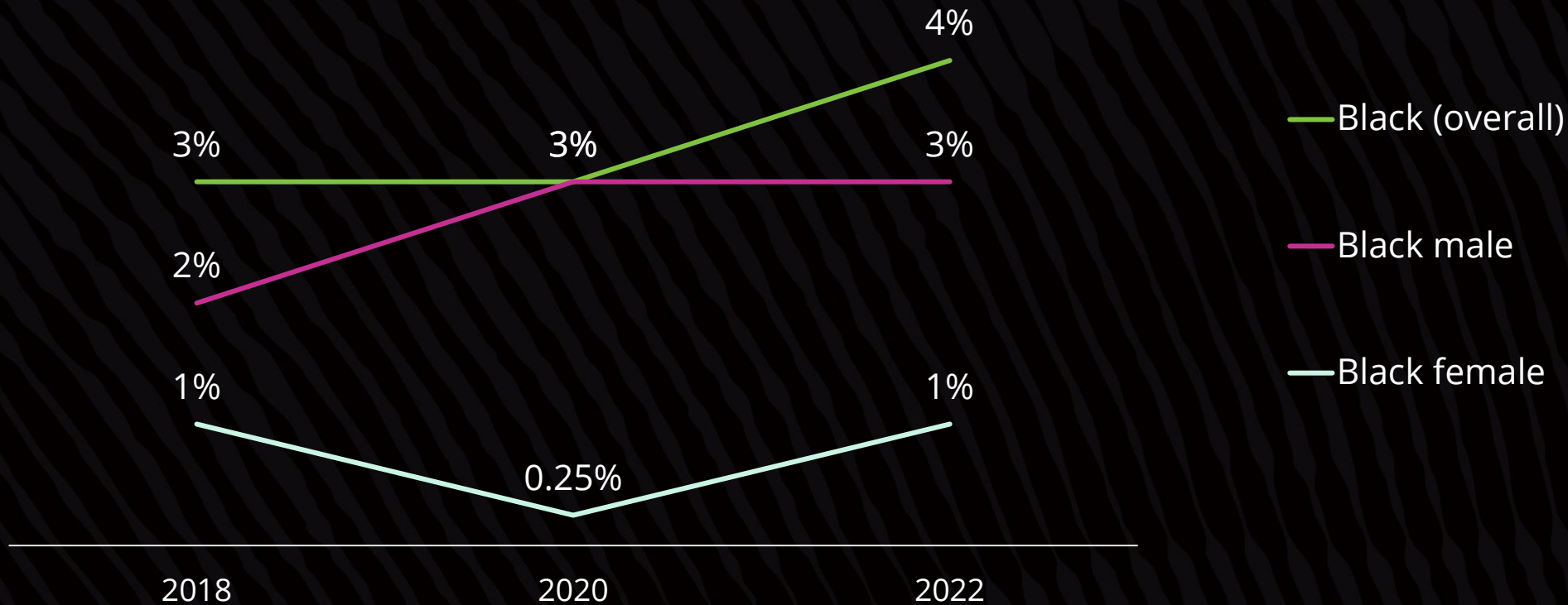


4

Intersectional approaches to DEI are critical

Black women comprise 1% of investment partners

% of all investment partners represented by each demographic

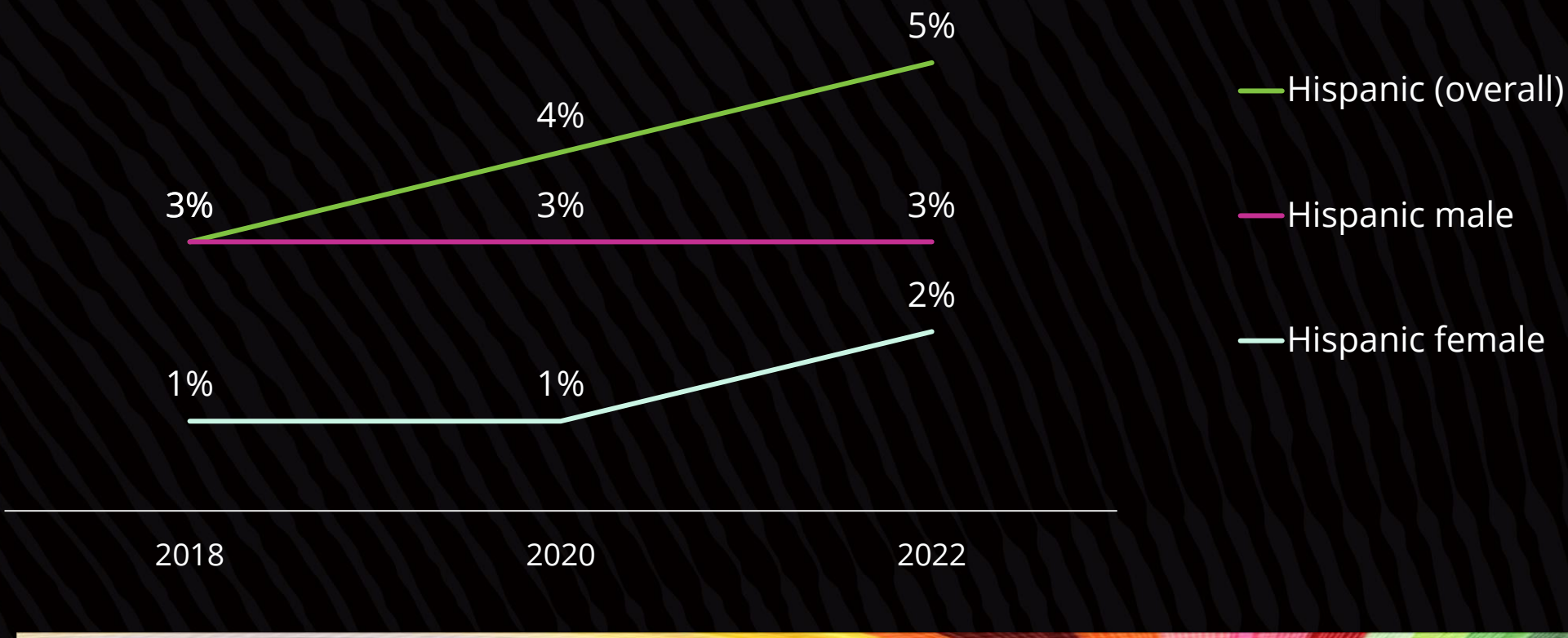


4

Intersectional approaches to DEI are critical

Hispanic women comprise 2% of investment partners

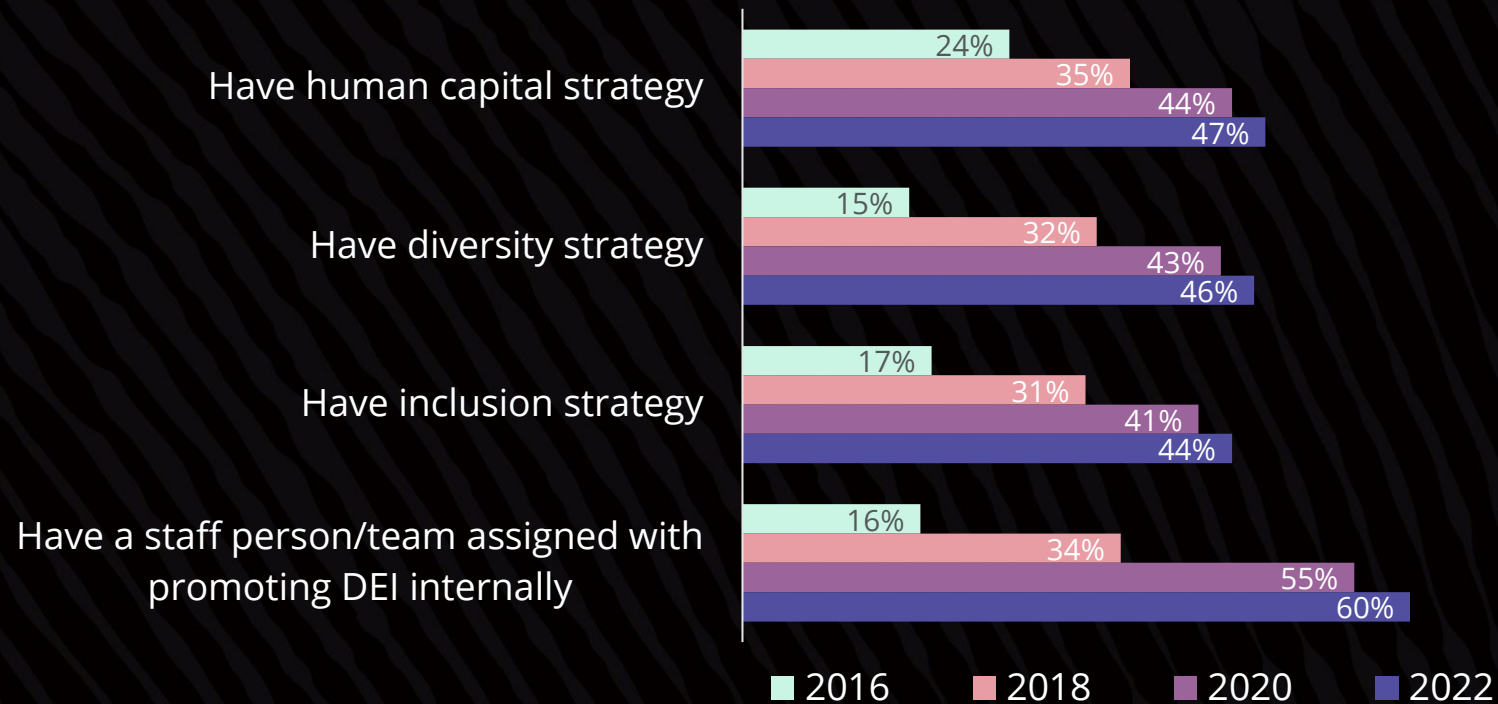
% of all investment partners represented by each demographic



More firms have DEI strategies & staff assigned to lead

Industry has come a long way since 2016

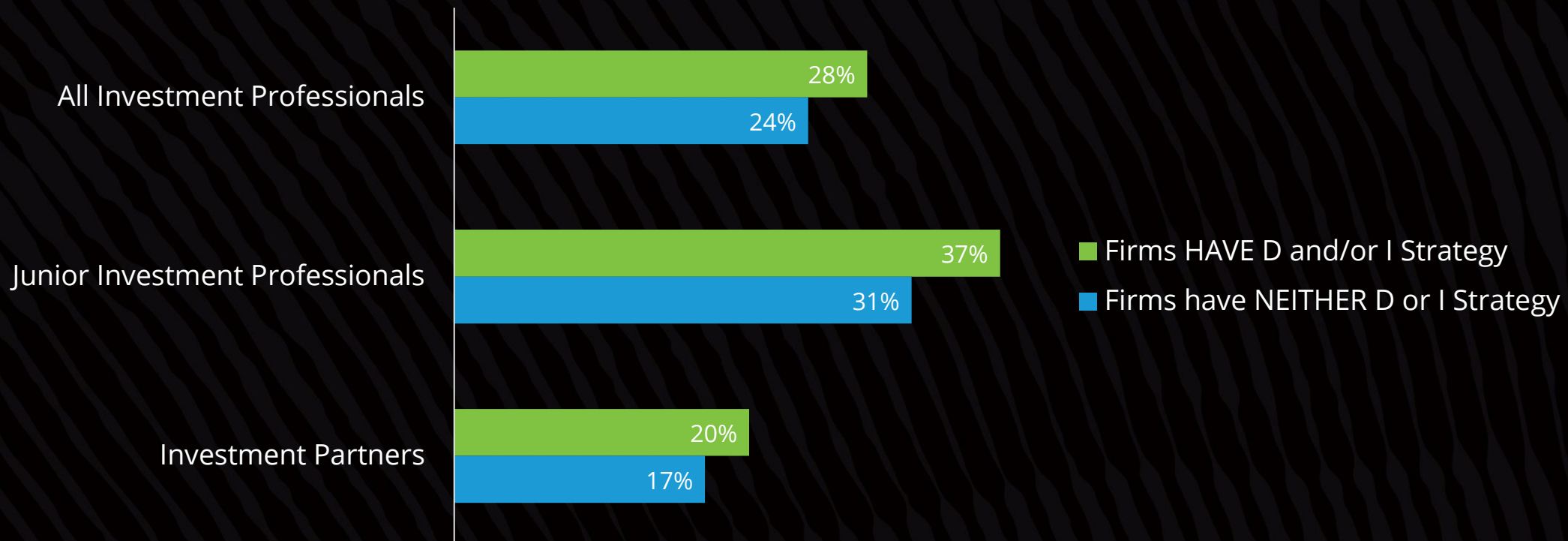
% of firms with each strategy



DEI strategies correlated with greater gender diversity

Firms with a D and/or I strategy have higher % of women

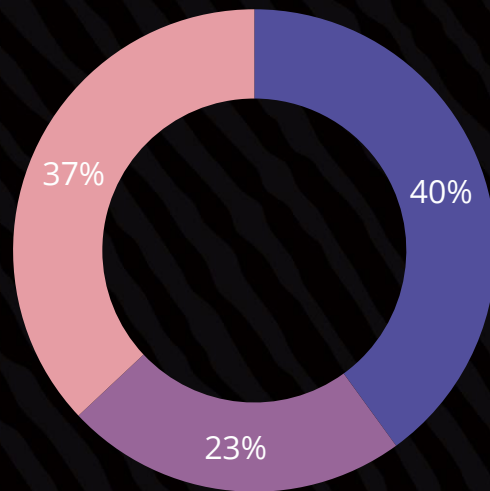
% of female employees among each group at firms with and without DEI strategy(s)



40% of firms have established DEI goals

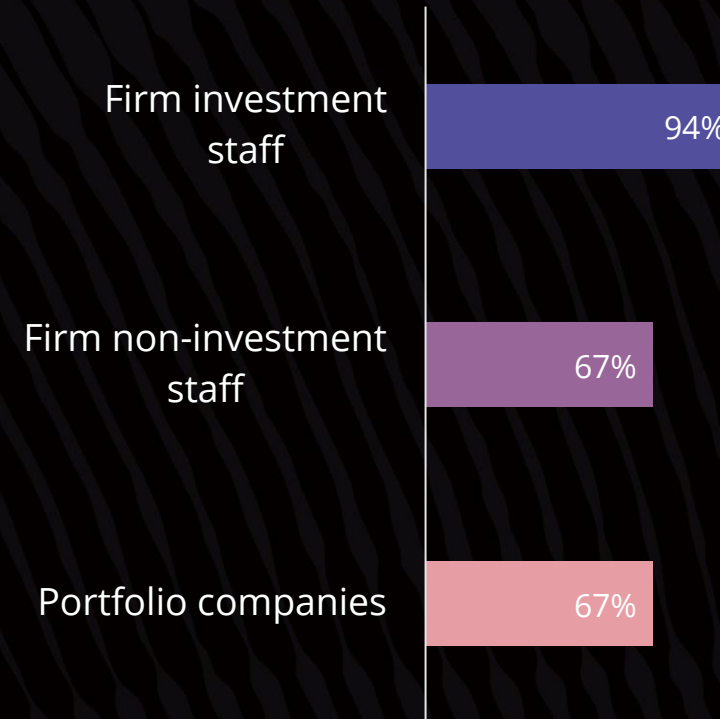
For firms with DEI goals:
94% focused on firm
investment staff

% of firms with DEI goals



- Yes
- No, but plan to within next 6 months
- No, and no plans to

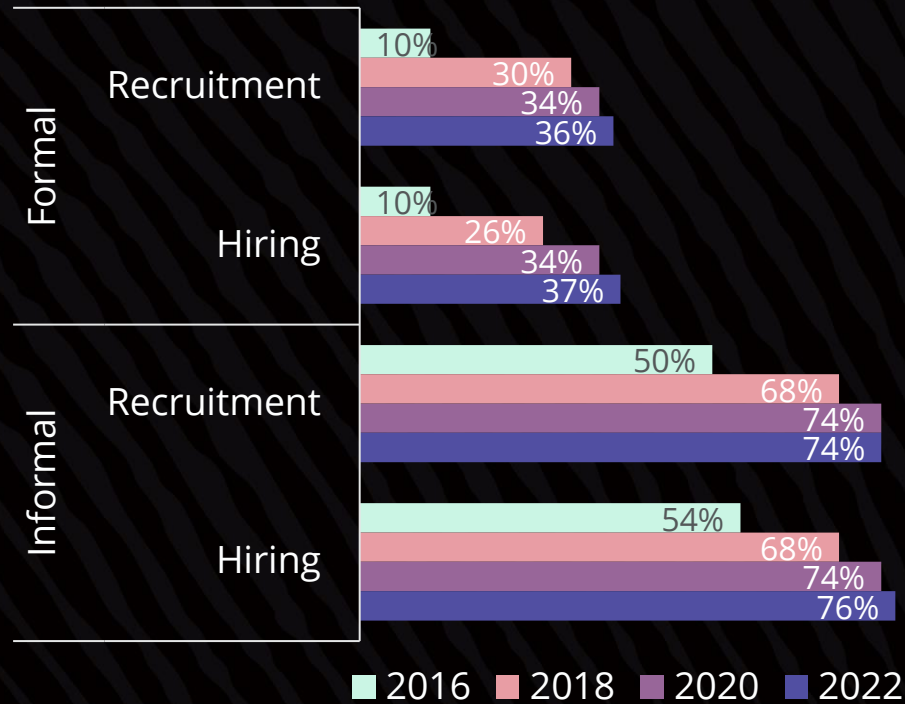
% of firms w/DEI goals reporting each component as part of those goals



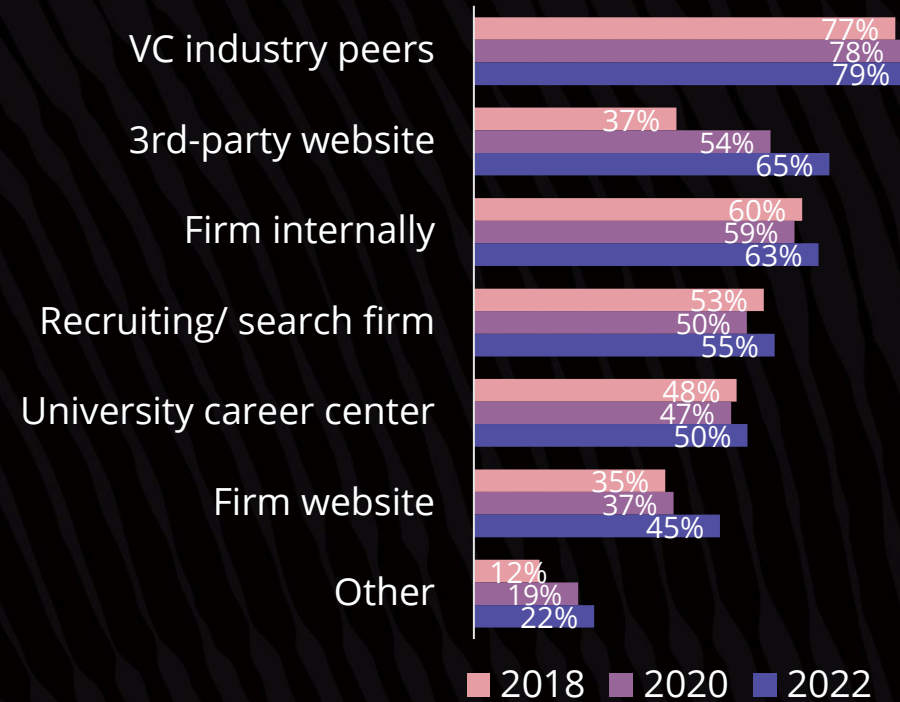
Recruiting & hiring programs more widespread

Encouraging trends for sourcing candidates via more public channels

% of firms with each DEI program



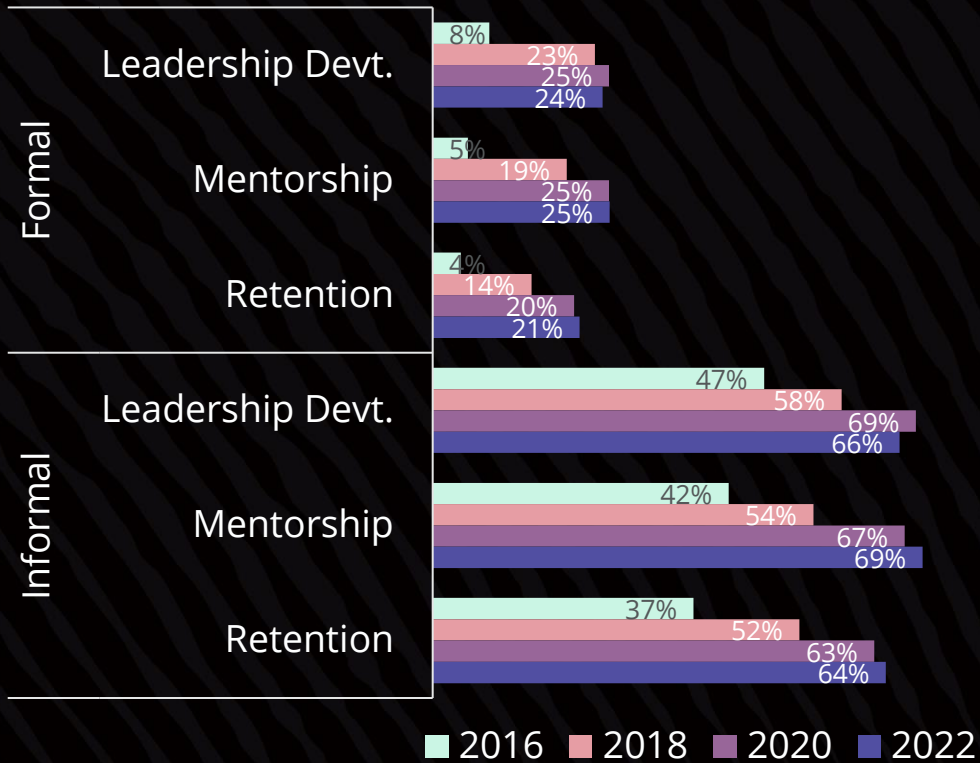
% of firms using marketing channels to develop external candidate pipeline



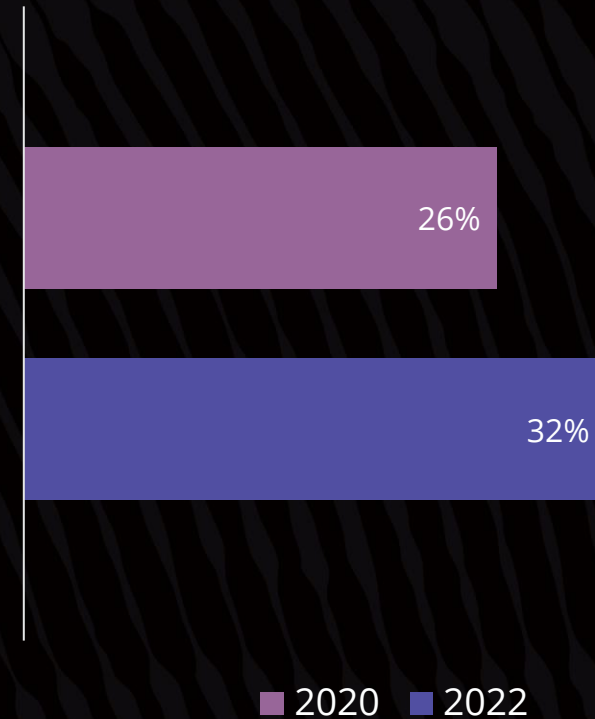
More firms have talent retention programs

Accessing inclusion remains a challenge

% of firms with each DEI program



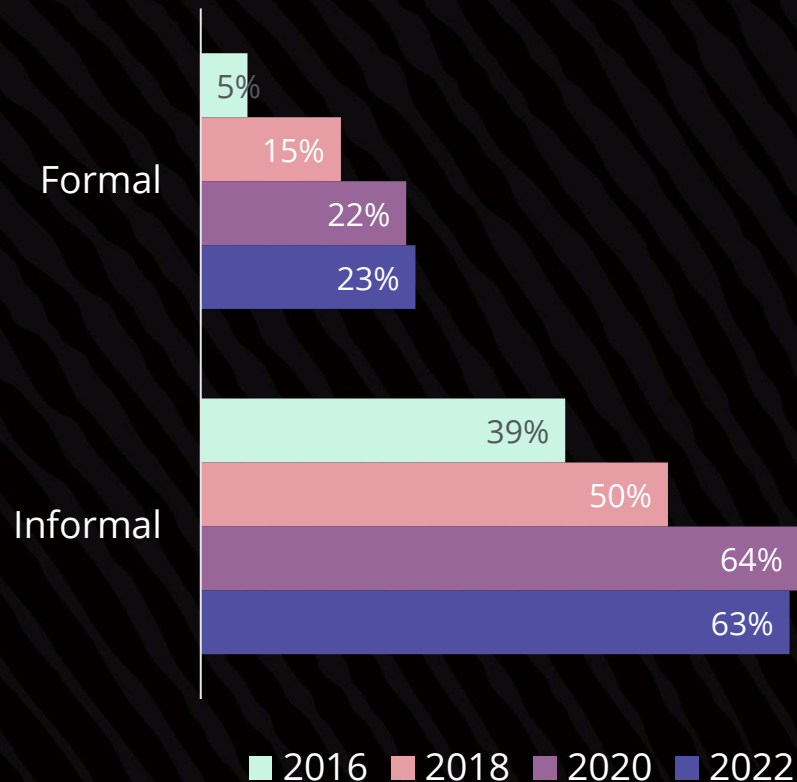
% of firms that administer employee surveys to assess inclusion



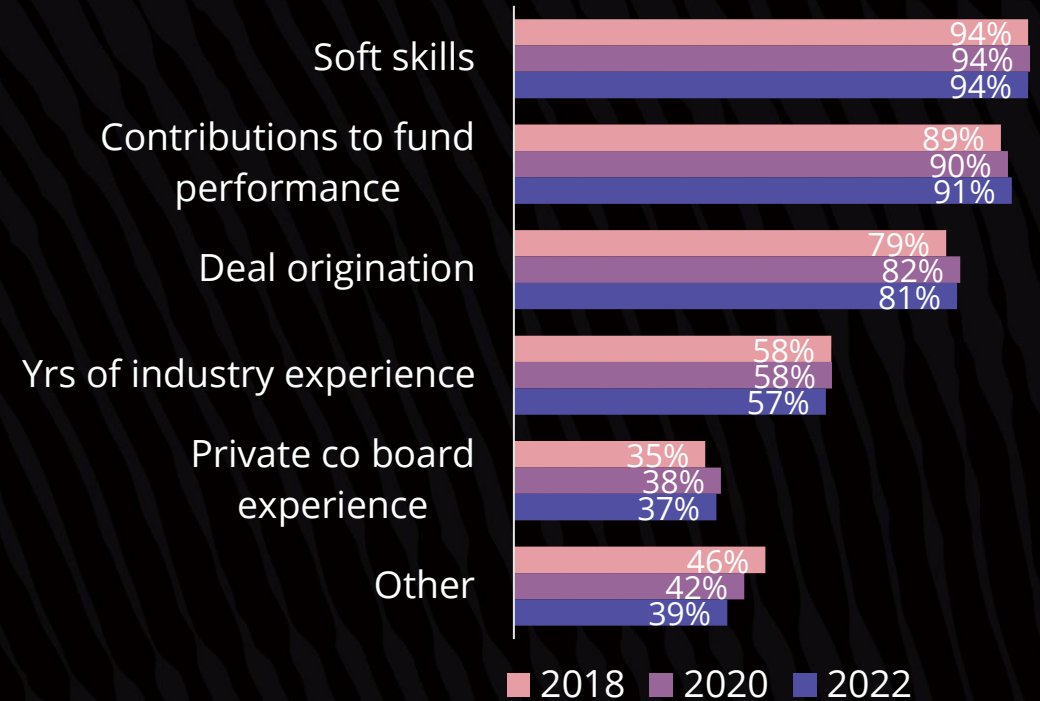
More firms have programs for employee promotions

Subjective factors remain a key consideration for promotion decisions

% of firms with DEI promotion program



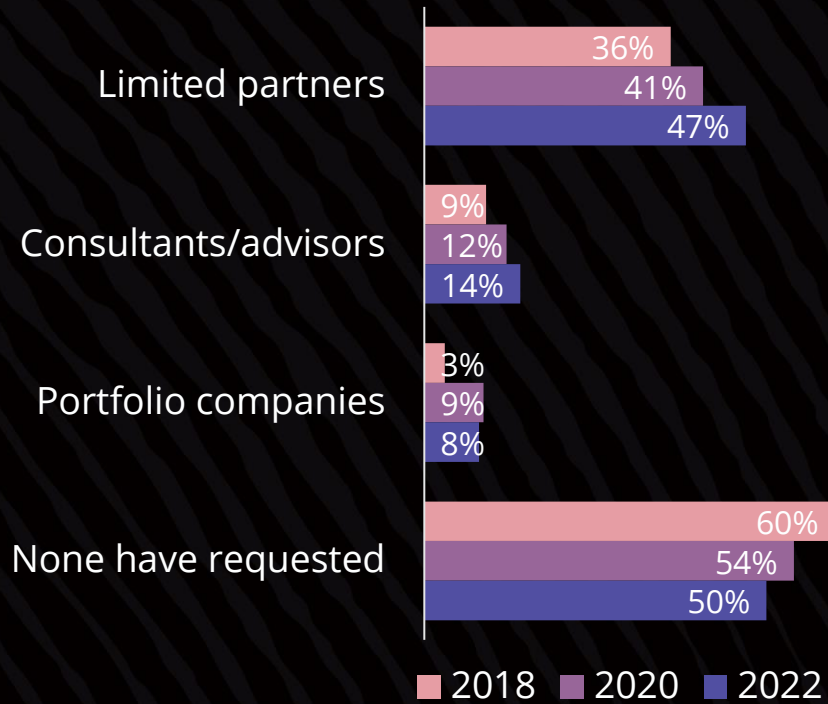
% of firms identifying importance of characteristics in assessing employee promotions



More DEI interest from LPs & VC firm focus on portfolio companies

47% of firms said LPs requested DEI data; 38% of firms requested from portfolio companies

% of firms reporting that stakeholders have requested their DEI details within past 12 months



% of firms reporting that they request DEI details from portfolio companies

