Diversity Data

March 2021
Purpose

- This report summarizes the gender, race, and ethnicity distribution of the Invoca employee base, both across different types of roles and in managerial / executive positions, as of February 2021.

- All classifications are based off data that Invoca reports to the EEOC (Equal Employment Opportunity Commission).

- We have included prior year data to measure progress towards our goals of building a more diverse workforce at Invoca.
Gender: Q1 2021

All Roles

- Female: 46.9%
- Male: 53.1%

Technical Roles

- Female: 29.7%
- Male: 70.3%

Non-Technical Roles

- Female: 56.3%
- Male: 43.7%

Management Roles

- Female: 33.3%
- Male: 66.7%

Executive Roles

- Female: 35.1%
- Male: 64.9%
Gender: 2019-2021 Trend

All Roles

- Female: 40%, 43%, 47%
- Male: 60%, 57%, 53%

Technical Roles

- Female: 16%, 27%, 30%
- Male: 84%, 73%, 70%

Non-Technical Roles

- Female: 47%, 51%, 55%
- Male: 53%, 49%, 45%

Managers

- Female: 33%, 33%, 35%
- Male: 67%, 68%, 65%

Executives

- Female: 33%, 25%, 33%
- Male: 67%, 75%, 67%
Race & Ethnicity: Q1 2021

All Roles

- White: 13.3%
- Hispanic / Latino: 5.6%
- Asian: 4.1%
- Two or More Races: 9.4%
- Black: 70.0%
- Native Hawaiian / Pacific Islander: 2.3%
- Prefer Not to Disclose: 11.1%

Technical Roles

- White: 1.6%
- Hispanic / Latino: 7.6%
- Asian: 4.7%
- Two or More Races: 9.4%
- Black: 70.0%
- Native Hawaiian / Pacific Islander: 2.3%
- Prefer Not to Disclose: 11.1%

Non-Technical Roles

- White: 7.6%
- Hispanic / Latino: 4.7%
- Asian: 9.4%
- Two or More Races: 7.6%
- Black: 70.0%
- Native Hawaiian / Pacific Islander: 2.3%
- Prefer Not to Disclose: 11.1%

Management Roles

- White: 2.7%
- Hispanic / Latino: 8.1%
- Asian: 11.1%
- Two or More Races: 8.1%
- Black: 83.8%
- Native Hawaiian / Pacific Islander: 11.1%
- Prefer Not to Disclose: 8.1%

Executive Roles

- White: 2.7%
- Hispanic / Latino: 8.1%
- Asian: 11.1%
- Two or More Races: 8.1%
- Black: 83.8%
- Native Hawaiian / Pacific Islander: 11.1%
- Prefer Not to Disclose: 8.1%
Race & Ethnicity: 2019-2021 Trend

All Roles

Technical Roles

Non-Technical Roles

Managers

Executives