Diversity Report
August 2022
Purpose

- This report summarizes the gender, race, and ethnicity distribution of the Invoca employee base, across different types of roles and in managerial / executive positions, as of August 1, 2022

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

- We have included historical data for reference on trends

- Current data reflects the combined employee bases of Invoca and DialogTech (acquired in May 2021), and historic data includes both companies since the Q3 2021 report
Gender: Q3 2022

All Roles

- Female: 57.1%
- Male: 42.9%

Technical Roles
- Female: 25.0%
- Male: 75.0%

Non-Technical Roles
- Female: 51.7%
- Male: 48.3%

Management Roles
- Female: 45.6%
- Male: 54.4%

Executive Roles
- Female: 30.0%
- Male: 70.0%
Gender Distribution: 2019-2022 Trend

- **All Roles**
  - 2019: 60% Male, 40% Female
  - 2020: 57% Male, 43% Female
  - Q1 2021: 53% Male, 47% Female
  - Q3 2021: 61% Male, 39% Female
  - Q1 2022: 58% Male, 42% Female
  - Q3 2022: 57% Male, 43% Female

- **Technical Roles**
  - 2019: 53% Male, 47% Female
  - 2020: 51% Male, 49% Female
  - Q1 2021: 55% Male, 45% Female
  - Q3 2021: 50% Male, 50% Female
  - Q1 2022: 54% Male, 46% Female
  - Q3 2022: 52% Male, 48% Female

- **Non-Technical Roles**
  - 2019: 47% Male, 53% Female
  - 2020: 51% Male, 49% Female
  - Q1 2021: 55% Male, 45% Female
  - Q3 2021: 50% Male, 50% Female
  - Q1 2022: 54% Male, 46% Female
  - Q3 2022: 52% Male, 48% Female

- **Managers**
  - 2019: 33% Male, 67% Female
  - 2020: 33% Male, 67% Female
  - Q1 2021: 39% Male, 61% Female
  - Q3 2021: 39% Male, 61% Female
  - Q1 2022: 41% Male, 59% Female
  - Q3 2022: 39% Male, 61% Female

- **Executives**
  - 2019: 33% Male, 67% Female
  - 2020: 33% Male, 67% Female
  - Q1 2021: 33% Male, 67% Female
  - Q3 2021: 33% Male, 67% Female
  - Q1 2022: 33% Male, 67% Female
  - Q3 2022: 33% Male, 67% Female
Race & Ethnicity: Q3 2022

- White
- Hispanic / Latino
- Asian
- Two or More Races
- Black
- American Indian or Alaskan Native
Race & Ethnicity: 2019-2022 Trend