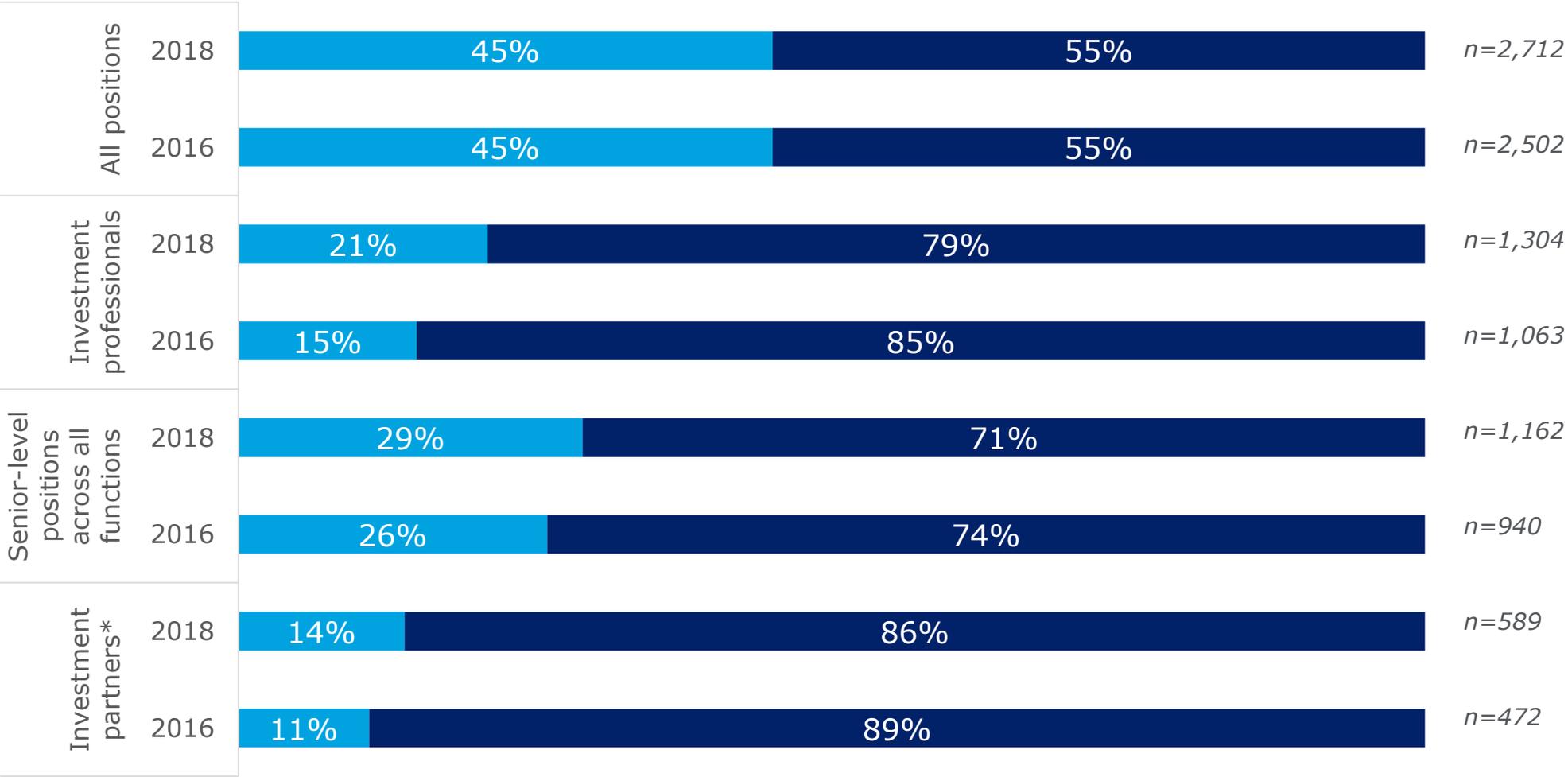




Despite progress, women remain underrepresented in investment positions & in leadership

Workforce demographics | Gender diversity

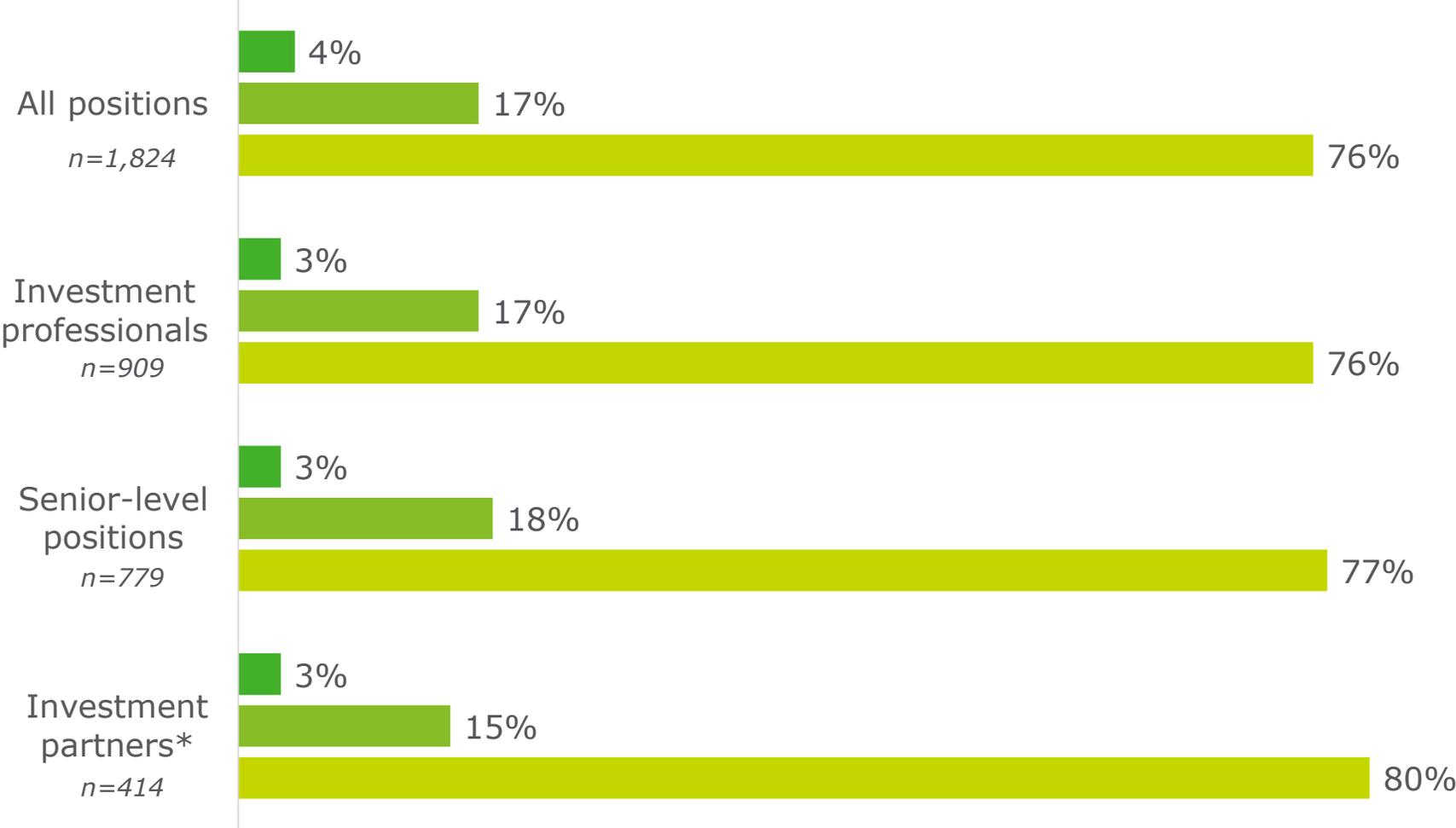


■ Female ■ Male

**defined as employees with the titles of managing general partner, managing partner, general partner, founding partner, or managing director, or were partners who were designated as senior-level employees and as investment professionals*

Black employees are underrepresented across all positions & in leadership

Workforce demographics | Racial diversity



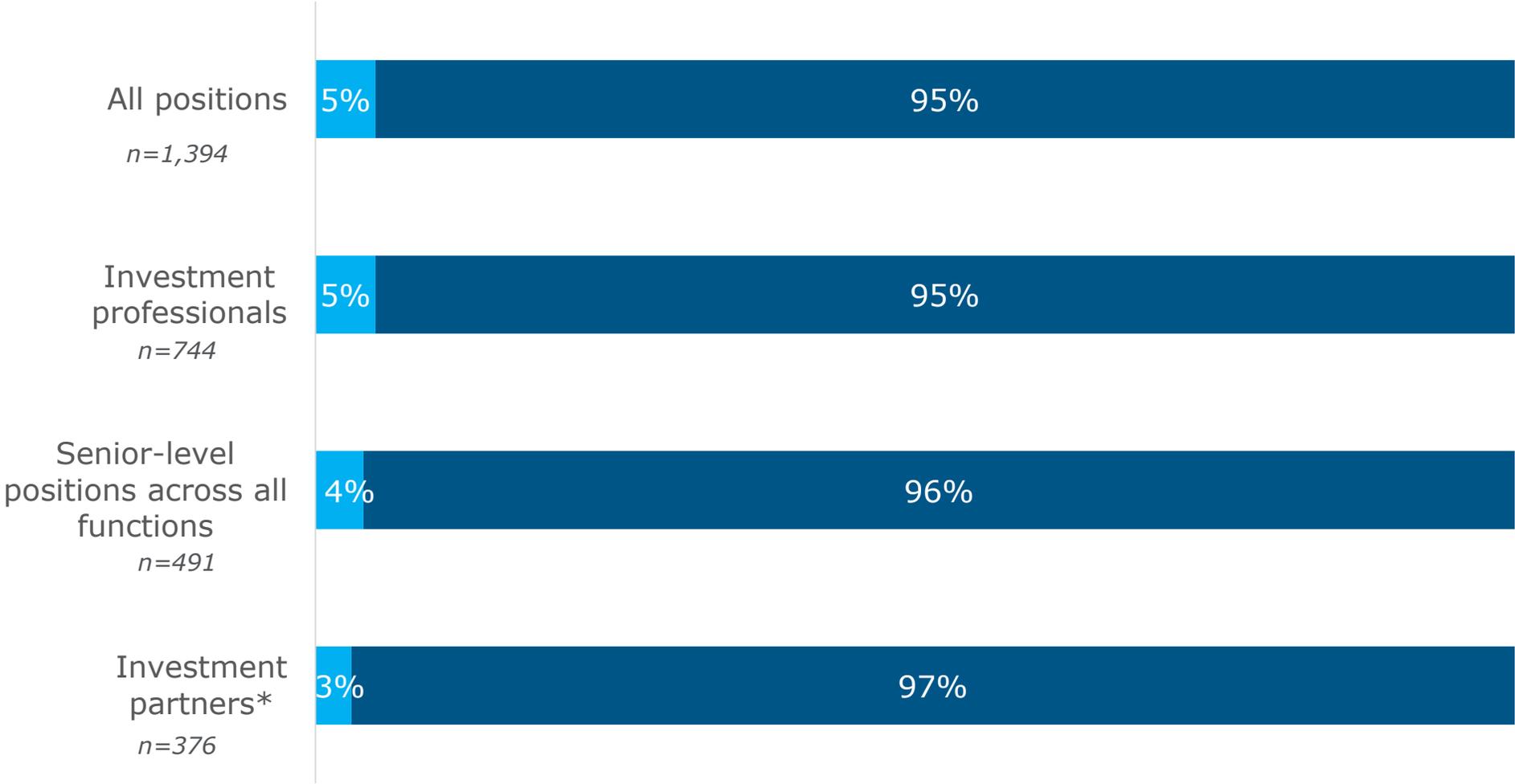
■ Black ■ Asian/Pacific Islander ■ White

Note: employees may be in more than 1 racial category

**defined as employees with the titles of managing general partner, managing partner, general partner, founding partner, or managing director, or were partners who were designated as senior-level employees and as investment professionals*

Hispanic employees are underrepresented across all positions & in leadership

Workforce demographics | Ethnic diversity

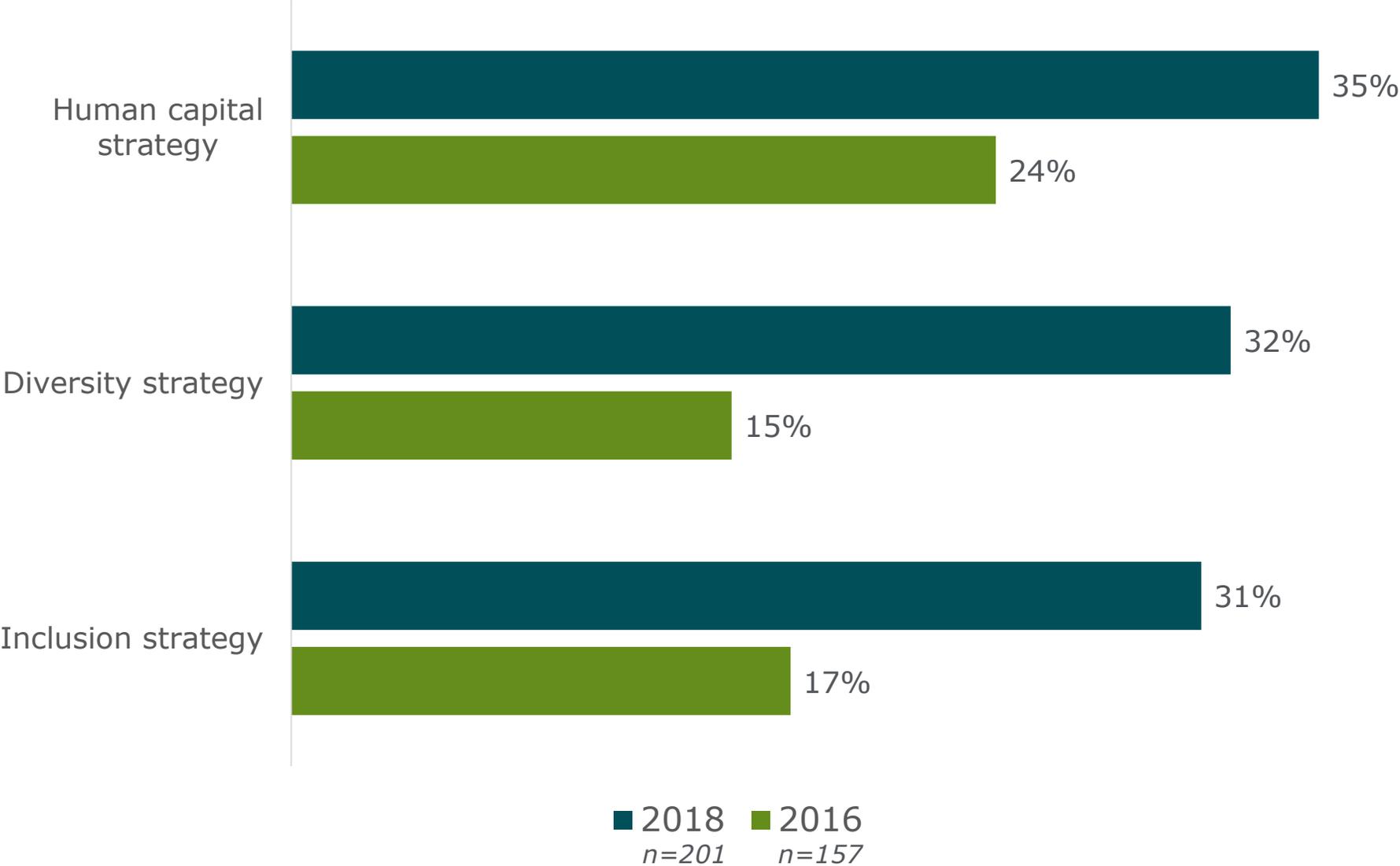


■ Hispanic ■ Non-Hispanic

**defined as employees with the titles of managing general partner, managing partner, general partner, founding partner, or managing director, or were partners who were designated as senior-level employees and as investment professionals*

A higher percentage of firms have D&I strategies but many still do not

Human capital strategies (% of firms)



A higher percentage of firms have D&I programs but many still do not

Diversity & inclusion programs (% of firms)

Formal Programs

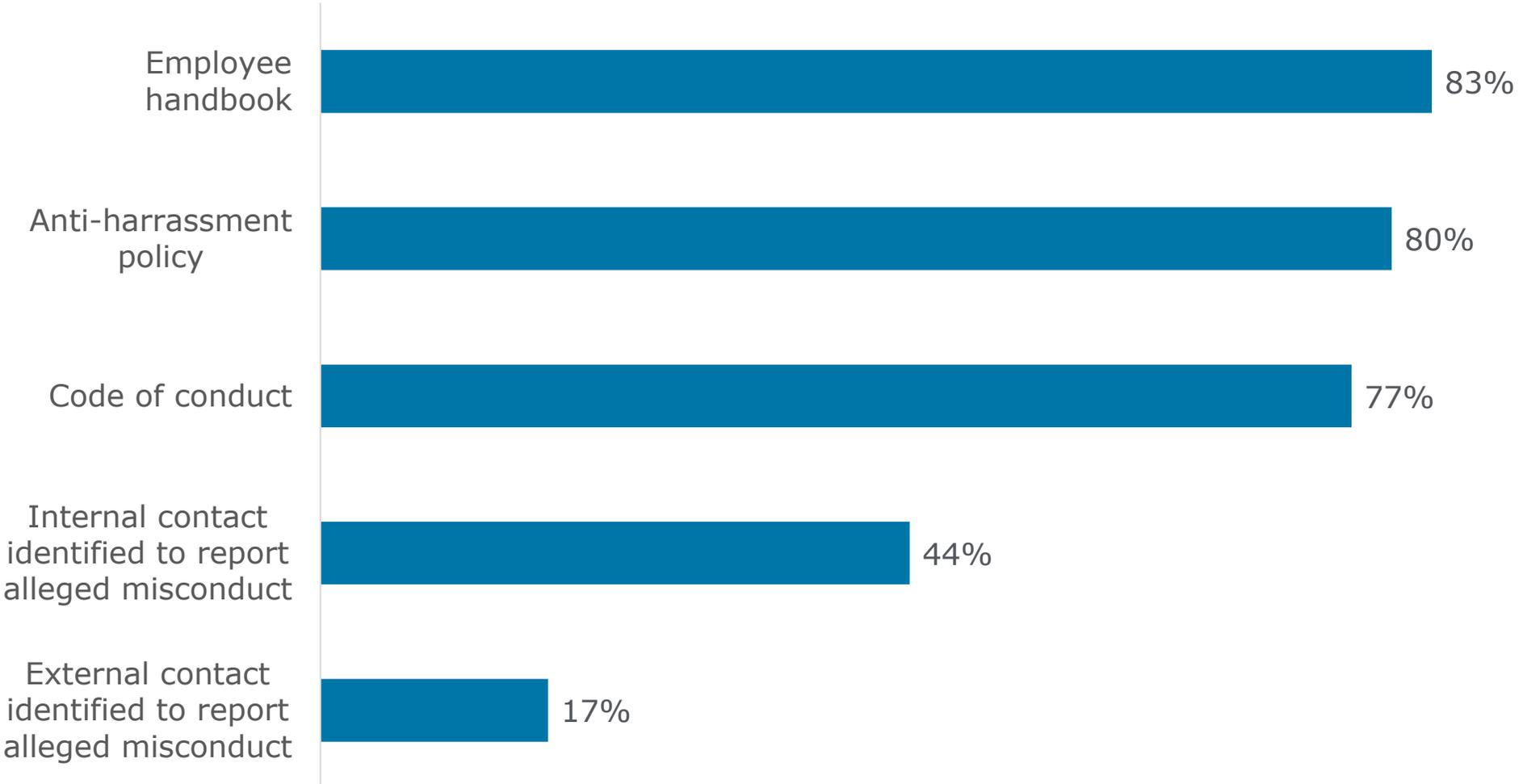


Informal Programs



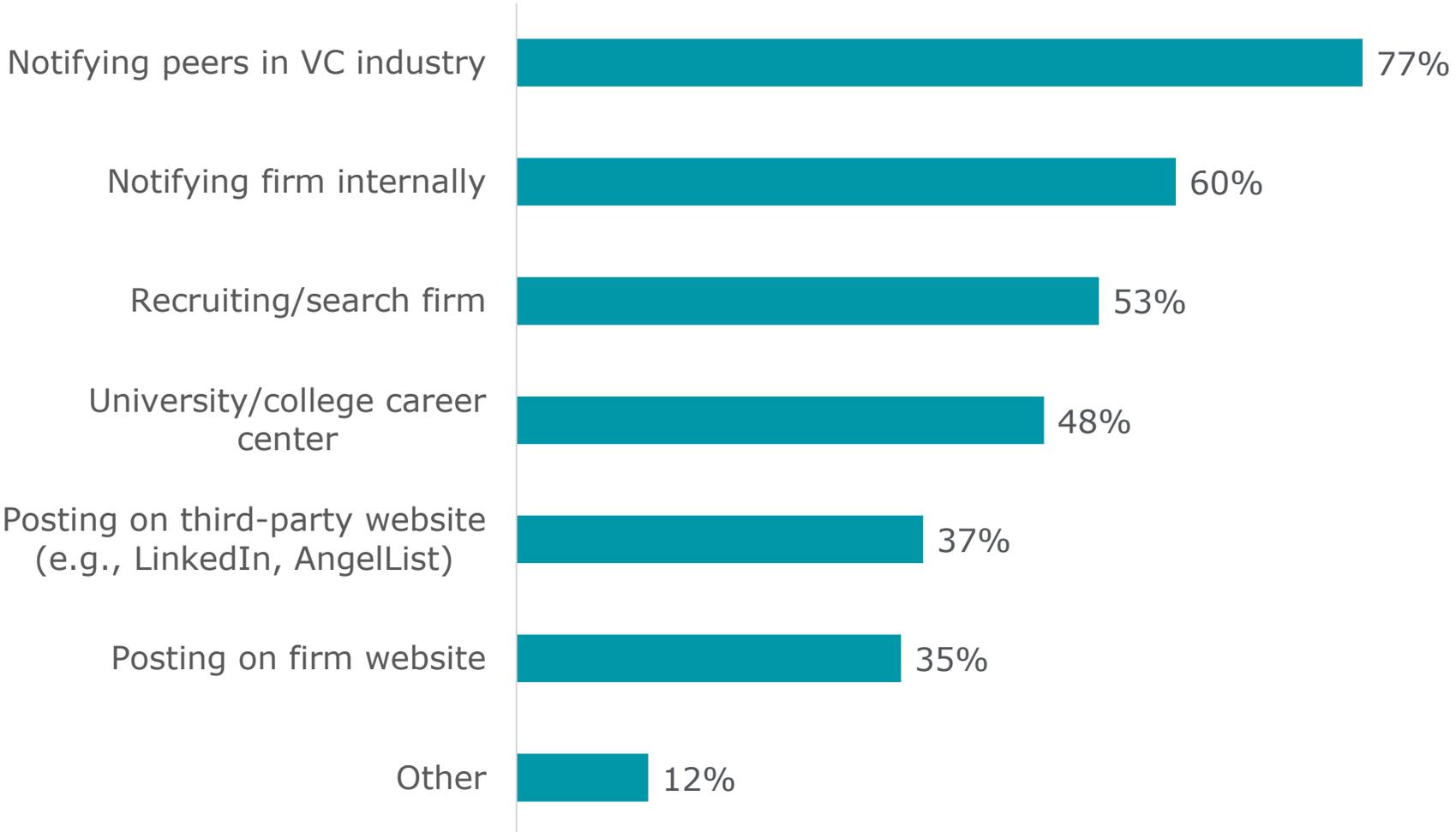
HR policies are foundational to an inclusive culture

HR policies & processes (% of firms)



Firms rely on internal and external networks for recruitment

Talent recruitment (% of firms, n=202)





Questions? Contact nvcahumancapitalsurvey@deloitte.com



About NVCA

The National Venture Capital Association (NVCA) empowers the next generation of American companies that will fuel the economy of tomorrow. As the voice of the U.S. venture capital and startup community, NVCA advocates for public policy that supports the American entrepreneurial ecosystem. Serving the venture community as the preeminent trade association, NVCA arms the venture community for success, serving as the leading resource for venture capital data, practical education, peer-led initiatives, and networking. For more information about NVCA, please visit www.nvca.org.

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