



## NVCA and Deloitte Human Capital Survey FAQs

### What is the Human Capital Survey?

As the voice of the venture capital industry, NVCA is committed to supporting diversity and inclusion across the entrepreneurial ecosystem. Core to the growth of the entrepreneurial ecosystem is addressing the lack of women and underrepresented minorities in venture capital and entrepreneurship.

NVCA and Deloitte launched the Human Capital Survey to **develop a benchmark of the demographic makeup of VC firms** actively investing in the U.S. We plan to conduct the survey on an annual basis to help track and measure the industry's progress over time. We understand that this is a long-term challenge, and along with the research, NVCA is planning to rollout resources and tools to help equip VCs to foster more diverse and inclusive talent recruitment and management.

### Why is the Human Capital Survey important to the advancement of the VC industry?

NVCA and many VC firms have made great strides to bring a more inclusive approach to recruiting and managing talent within the ecosystem. A number of these initiatives are highlighted in the just-released NVCA report *Building a More Inclusive Entrepreneurial Ecosystem*. But the work doesn't stop there. As an industry, **we can only improve what we measure**. This is where the NVCA and Deloitte Human Capital Survey comes in, setting a benchmark and tracking progress over time.

### How is the Human Capital Survey different than other VC diversity surveys?

We are collecting data from the **representative universe** of VC firms, not just the most active ones. Also, we're capturing demographic data on **all full-time employees** at firms, not just partner-level. Many surveys focus solely on gender and race demographics – our survey casts a **wider net on diversity** to include those data points as well as ethnicity, age, and education level. The survey also includes questions on **firm-wide talent management practices**.

### Why should I participate in the Human Capital Survey?

To ensure that the information reported in the survey is representative the entire VC industry, we need **every VC firm** to participate. Each firm is only asked to submit one response on behalf of the entire firm.

Furthermore, your firm has the opportunity to take a survey that will help NVCA gain insight into the landscape of employees in the VC industry, provide you with the valuable insights that can help you create a more diverse and inclusive organization, and further shape the future of the VC industry.

As a thank you, respondents will have the option to receive a discount to one of our upcoming events: 1) NVCA CFO Bootcamp on September 27-28 (Washington, DC); 2) SHIFT: Accelerating Corporate and Venture Partnerships on October 28 (New York); or 3) NVCA-WAVC Luncheon on December 7 (Menlo Park, CA)

### What will NVCA and Deloitte do with my firm's data?

Your name and your firm's name will not be disclosed. Data will be captured **confidentially**, and data provided will be analyzed and **reported only in aggregate**.

*For additional questions, please do not hesitate to contact us at [nvcahumancapitalsurvey@deloitte.com](mailto:nvcahumancapitalsurvey@deloitte.com).*