Diversity, equity, inclusion, and belonging report

Who we are and how we're building a more diverse workforce to fuel our mission

Advancing the world's technology workforce *for all*

Breaking barriers and creating equal access to opportunity is inherent in our mission to advance the world's technology workforce. We believe everyone should have the chance to experience progress through technology, develop the skills of tomorrow, and work in a psychologically safe environment—and that includes our employees.

Find your place

> "I'm as committed as ever to supporting our efforts to cultivate a diverse, equitable, and inclusive culture that fosters belonging. We've been working hard to ensure our global workplace continuously celebrates, welcomes, and supports all team members, but we know we have a lot more to do. As we move forward, we'll dig deep to uncover opportunities to improve as we strive to make sure Pluralsight remains a safe space for all—an environment where everyone can bring their authentic selves to work."
>
> **Aaron Skonnard**
> Pluralsight Chief Executive Officer

What do we mean by DEIB?

At Pluralsight, we're committed to diversity, equity, inclusion, and belonging. In fact, the Diversity & Belonging team recently changed its name to **Diversity, Equity, Inclusion & Belonging** (DEIB) to better reflect the work we're doing, and will continue to do, to improve inclusivity and equity.

Diversity

Embracing what makes us unique by representing multiple identities (seen and unseen)

Equity

Ensuring processes and programs are impartial and fair and provide access to every individual

Inclusion

Being valued and respected for who we are, our ideas, and our lived experiences

Belonging

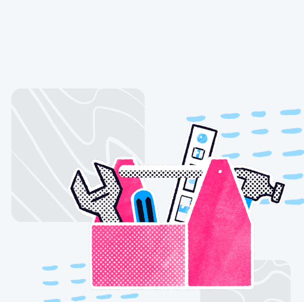
Creating a culture of trust where all voices are heard and we can bring our authentic selves to work

> "We seek to create an environment where team members can flourish, regardless of differences, experience, or education. Our employees bring unique backgrounds, capabilities, and experience to the workplace—a benefit for our company and clients. Harnessing a wide range of perspectives builds belonging and boosts innovation."
>
> **Somit Goyal**
> President & COO, Pluralsight

PLURALSIGHT one

Our commitment to DEIB also fuels Pluralsight One, our social enterprise that improves equal access to technology skills and invests in catalytic solutions that drive global opportunity, education, and innovative outcomes.

When we tap into the power of diversity, equity, inclusion, and belonging, we build stronger, healthier teams that build better experiences for all. And to make that happen, we focus on three strategic areas: enabling our people, deepening belonging, and growing diversity.



Enabling our people

When we equip our people with the right knowledge and skills—timely, accurate data and skills aligned to roles and organizational initiatives—we drive sustainable change.

Our **engagement survey** provides insights on the sentiment of our workforce. We use these insights to better understand the experience of our team members of all identities and backgrounds, which allows us to make data-driven decisions. Analyzing this data by segments (such as location, gender, race/ethnicity, and other demographics) influences our areas of focus and how we design our strategy to drive diversity, equity, inclusion, and belonging throughout the business.

We pair that information with **DEIB resources**, including a leadership series to equip managers with the tools they need to foster a thriving, inclusive culture. We also provide leaders with a guide to address unconscious bias in the total rewards process and empower them to:

- Deliver an accurate and equitable outcome
- Identify how unconscious biases affect decisions
- Mitigate bias to improve equity in our employee lifecycle
- Ensure equity in processes, such as performance management and succession planning

Deepening belonging

We strive to build and sustain diverse teams and foster a culture of belonging throughout our organization. Our team-member-led, company-championed **Employee Resource Groups** (ERGs) are identity-based communities that cultivate connection through mentorship, allyship, education, events, and training.

In 2022, we started compensating our ERG leaders to recognize their efforts to drive business impact and support our DEIB strategy. We also held the first annual ERG leaders summit to fuel connection, foster leader enablement, and facilitate planning.

Pride@PS

Pride@PS champions, advocates, and supports members of the LGBTQIA+ community with a focus on belonging and community.

Members participate in a variety of in-person and virtual experiences—everything from walking in the annual Utah Pride Parade to listening in on pride discussion panels and conversations around important events, such as Transgender Day of Visibility, National LGBTQ Health Awareness Week, and National Coming Out Day. The group also holds a monthly Pride@PS community check-in with their executive sponsor.

SEE COLOR

seeColor empowers a culture of personal and professional growth for our Black, Indigenous, and People of Color communities.

Through cultural celebrations, forums, and sharing events, seeColor members and allies create an environment of inclusion where diverse ideas are cultivated. They also provide guidance on hiring and retention of People of Color, partner with Pluralsight One to provide tech career opportunities for diverse populations, and meet regularly with their executive sponsor, sister ERGs, and DEIB on community initiatives.

WOMEN at PLURALSIGHT

Women@PS empowers communities of women and allies to confidently conquer whatever lies ahead.

Members are connected and supported across all levels, from worldwide in-person events celebrating Women's History Month to our company-wide mentorship series and virtual coffee chats. Our leadership team holds monthly check-ins with our executive sponsor and works closely with the DEIB team to ensure that our community is adequately supported and advocated for at the highest levels.

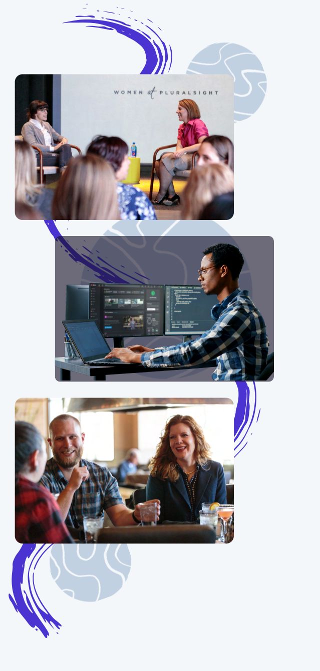
Growing diversity

We intentionally hire, grow, and retain talent from underrepresented groups so we can create a more inclusive community—because we know it's the best way to build better.

We're on a journey, and there's still progress we need to make. Here are a few ways we're currently cultivating a more diverse workforce:

- Our 2022 internship cohort was **71% women** and/or BIPOC. We'll continue our strategic partnerships with the IMPACT program (an internship that brings diverse, talented Howard students to Utah for 12 weeks) and internXL (intern job board geared towards underrepresented groups with a focus on Black students) in 2023.
- Growing diverse representation at all levels, including senior leadership, is a priority. In 2022, we increased the representation on our executive team through the addition of two women leaders to our Go-to-Market team.
- We recently opened the India Technology Center (ITC) in Bengaluru, India, to create additional professional and personal growth opportunities for team members from around the globe.
- We continue to invest in the development of our talent through our Mentorship @ Pluralsight program and a sponsorship program we piloted last year for our Pluralsight Skills organization.

Find your place



Our representation data

Key measurements allow us to understand the health of our organization. To provide a clear picture of where we are with DEIB today, we gathered data from team members wishing to disclose this information. Demographics collected through voluntary surveys allow us to see opportunities to further our efforts.

We combine this data with data from our engagement surveys to understand the different experiences informed by identity and address any variance we may find.

Note: Leadership roles are defined as director and above.

Gender

We recognize gender identity extends beyond the binary of women/men. While our ability to report on gender is currently limited to this binary, we're committed to a workplace where all gender identities are welcome and celebrated and plan to expand our reporting in the future.

Gender representation (women/men)

2020 2021 2022

Companywide

59.92% Men
39.40% Women
0.68% Undeclared

Global leaders (Director+)

61.40% Men
38.25% Women
0.35% Undeclared

Technical roles

69.09% Men
29.72% Women
1.18% Undeclared

Non-technical roles

56.58% Men
42.92% Women
0.50% Undeclared

* Technical roles are defined as jobs that require technical specialization and knowledge

Executive team

71.43% Men
28.57% Women

Race/Ethnicity*

2020 2021 2022

Companywide

0.56% American Indian/Alaska Native
0.14% Native Hawaiian/other Pacific Islander
3.3% Black
2.18% Two or more races
5.69% Hispanic/Latino
6.53% Asian
0.35% Middle Eastern
75.93% White
5.05% Prefer not to answer/undeclared

Global leaders (Director+)

0% American Indian/Alaska Native
0.44% Native Hawaiian/other Pacific Islander
3.56% Black
0.89% Two or more races
1.78% Hispanic/Latino
6.67% Asian
0.44% Middle Eastern
79.56% White
6.67% Prefer not to answer/undeclared

Technical roles

0.20% American Indian/Alaska Native
0% Native Hawaiian/other Pacific Islander
3.61% Black
1.60% Two or more races
6.41% Hispanic/Latino
8.22% Asian
0.20% Middle Eastern
71.34% White
8.42% Prefer not to answer/undeclared

* Technical roles are defined as jobs that require technical specialization and knowledge

Non-technical roles

0.76% American Indian/Alaska Native
0.22% Native Hawaiian/other Pacific Islander
3.13% Black
2.48% Two or more races
5.72% Hispanic/Latino
5.62% Asian
0.43% Middle Eastern
78.4% White
3.24% Prefer not to answer/undeclared

Executive team

14.29% BIPOC
85.71% White

*Racial and ethnic categories reflect our EEO-1 reporting.

Partnerships

Our partners enable us to continue to break barriers and create equal access to opportunity.

DiversityJobs · girls who code · internXL · PowerToFly · The IMPACT Program