



# THE STARTUP DEI PLEDGE

**As members of the startup ecosystem, we declare our commitment to helping advance more fairness and efficiency in the technology industry, with a goal to improve performance, ROI, and cap table equity by optimizing startup culture for diversity, equity, and inclusion (DEI).**

**We recognize that gender and the social construct of “race” have socioeconomic implications that influence and perpetuate both wealth and funding gaps. These gaps impair equitable participation in investing and entrepreneurship and create inefficiencies that harm economies.**

**As startup organizations, we pledge to address the historic and persistent inequities that put those underrepresented in startups at a disadvantage, particularly with regard to representation and equitable compensation.**

**We recognize that implicit and explicit biases lead founders to recruit those who are most “like them,” which results in suboptimal investment decisions and inefficient outcomes.**

**We recognize that biases and barriers to entry in the tech industry can skew perceptions of potential and qualification.**

**We recognize that gender and ethnic diversity, along with socioeconomic and geographic diversity, and diversity of skills, experience, and other factors, improve business outcomes. We also recognize that diverse founding and executive teams outperform their homogeneous counterparts on realized returns.**

**Therefore, we will seek to identify and mitigate bias in sourcing, hiring, training, compensating, retaining, and promoting talent within our company. We do so with the goal of expanding our networks to more equitably consider, hire, retain, and derive value from historically overlooked talent.**

**We will carry out this commitment without relying exclusively on gatekeepers, or sources that offer a concentrated pool of candidates from underrepresented backgrounds, but exclude a higher percentage of candidates integrated into the larger talent pool.**

**We will make best efforts not to limit access based on network, geography, affinity group, or other overt or covert barriers to entry. As we do so, we will collect and volunteer relevant information with our peers and be intentional about making business decisions that promote DEI.**

**We will also engage in personal work to take “radical responsibility” to build relationships with underrepresented talent, to honor their authenticity, individuality, and lived experiences. We acknowledge that doing so will help us achieve better financial outcomes, fulfill our fiduciary duties, and make a positive contribution to the moral and economic well-being of society.**