



2021

# BenchSci Diversity, Equity, and Inclusion Recap



Of BenchSci's six-year history, 2021 will be a year to remember. We grew by more than 100 humans and have transformed into a remote-first work environment. Transparency is one of the core values that has guided us as we have grown, and our [Culture Deck](#) has encouraged much discussion internally and externally. We've begun making a splash in our efforts to create a company where team members from all backgrounds feel like they belong and are able to do their best work.

Today, BenchSci publishes our first DEI Year in Review, which details the company's diversity in race, ethnicity, and gender. We acknowledge we have much more work ahead of us as we continue to grow at an exponential rate.

In 2021, COVID brought many changes to the world and our workforce. It challenged us to think differently about how we approach work and forced us to grapple with the reality that our people need more flexibility. As a company, we made a paradigm shift to a remote-first work environment, with several updates to how we work. [Giving employees space to rest](#) is paramount to teams being able to give their best when they are working and helps us address and prevent burnout.





# Diversity

At BenchSci, we define diversity as the makeup of demographics that makes us unique. We believe it's important to ensure that our team members have positive feelings about their experience working in a remote-first environment. Our continued goals are to put the right systems, programs, and initiatives in place to ensure everyone belongs and can do their best work.

We grew from 81 to 205 employees in 2021. Of the 205 team members, 175 (85%) choose to self-identify. In order to get the most accurate picture of our workforce diversity, we are striving for 100% self-identification. We have an opportunity to continue to build trust with our team members to help everyone understand the importance of representation and not to single out employees of a specific identity category. These data are based on those who chose to identify in our organization.

We break down these data into the following segments:

**All Company:** This is the makeup of all individuals in our organization who chose to self-identify.

**Department Heads (Senior Leadership team):** This group includes individuals that operate at the highest levels of an organization and have day-to-day responsibility for managing other leaders and maintaining responsibility for key business functions.

**Managers:** This includes people in roles who have at least one person in their line of reporting.

# Gender

The following identities are how BenchSci employees have self-identified in regards to gender identity.

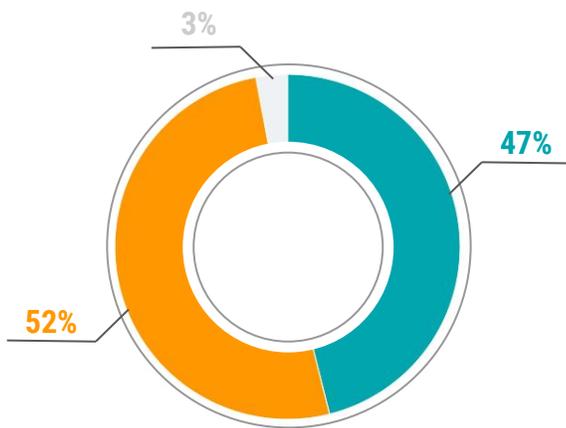
- Male (cisgender)
- Genderqueer
- Female (cisgender)
- Decline to Identify

\*Cisgender - when personal sense of gender identity and sex assigned at birth match.

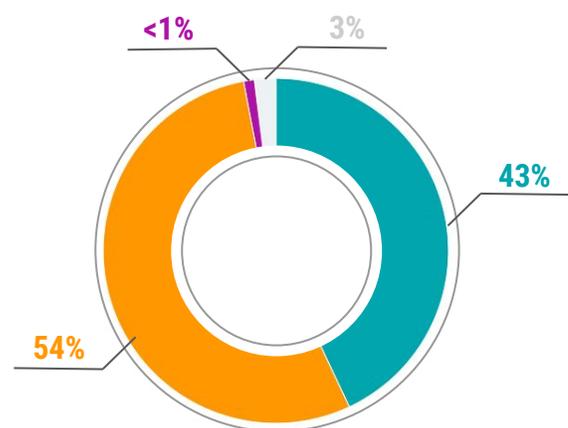
**Note:** We have several more selections in our HRIS (HR information system) for employees to choose from, such as transgender, non-binary, and gender non-conforming:

## Gender Representation

Where we started 2021:  
81 employees



How 2021 ended:  
205 Employees

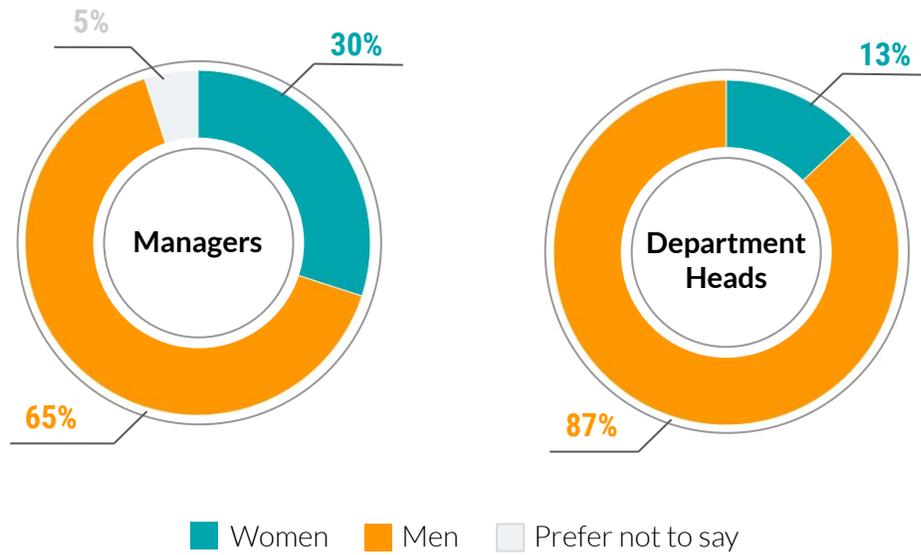


■ Women ■ Men ■ Genderqueer ■ Prefer not to say

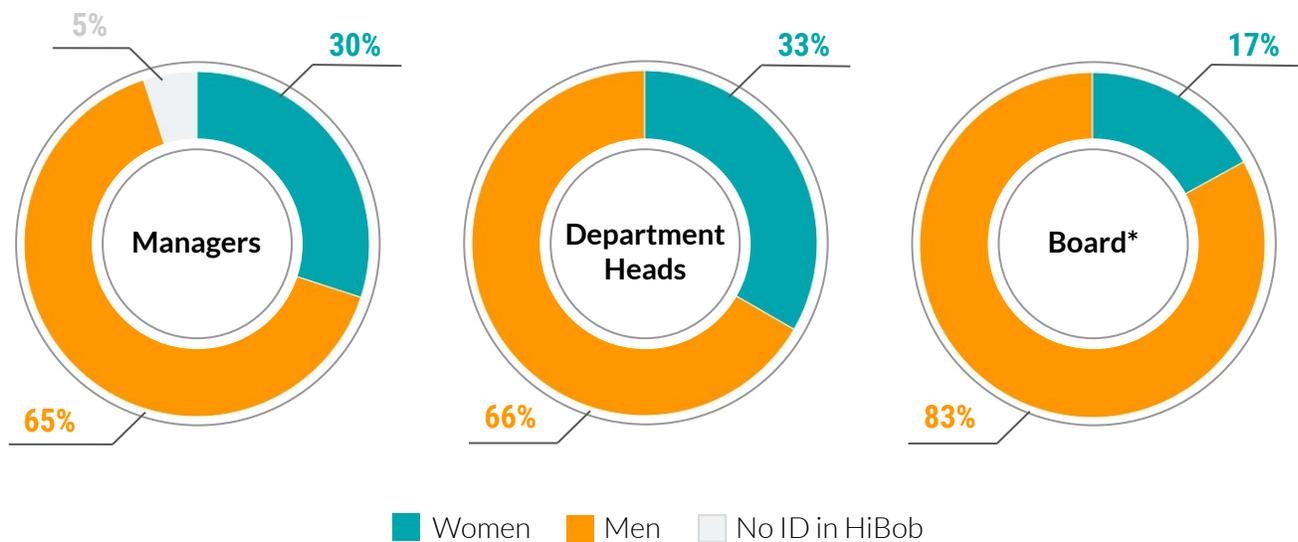


# Gender Representation - Continued

Where we started 2021:



How 2021 ended:



\* **Note:** In recognizing the importance of representation, we also want to take a look at our board members. Board representation was only collected at the end of 2021 and will continue to do so moving forward.

# Race and Ethnicity

We use the following categories inside of BenchSci:

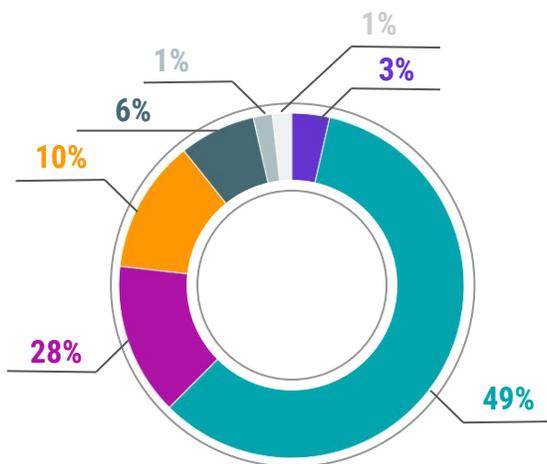
- Arab\*\*
- Black (African-Canadian, African-American, humans of African descent, Caribbean, and African diaspora)
- East Asian\* (eg. China, Japan, Korea)
- Latinx
- Southeast Asian\* (eg. Vietnam, Cambodia, Laos, Thailand, Philippines)
- Two or more races
- West Asian\* (eg. Afghanistan, Iran)
- White/People of European descent
- Middle Eastern\*\*
- Not listed
- Prefer not to say
- South Asian\* (eg. India, Pakistan, Sri Lanka)

*To protect individual identities, we do not report on groups with fewer than a certain threshold. Therefore, for the purposes of this report, we have grouped certain identities together.*

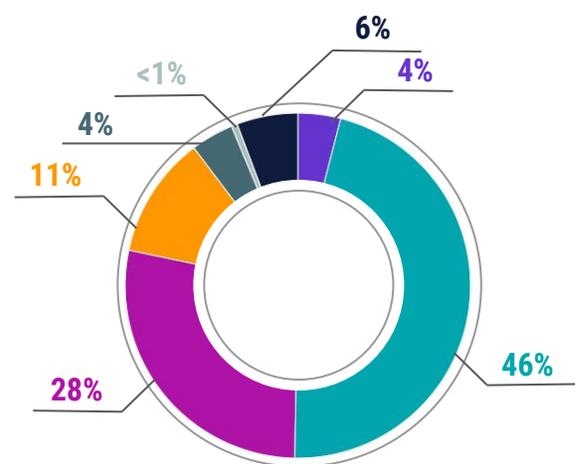
*\*Asian identities are grouped together. | \*\*Arab and Middle Eastern identities are grouped together.*

## Representation - Race/Ethnicity (Racialized Communities)

Where we started 2021:  
81 employees



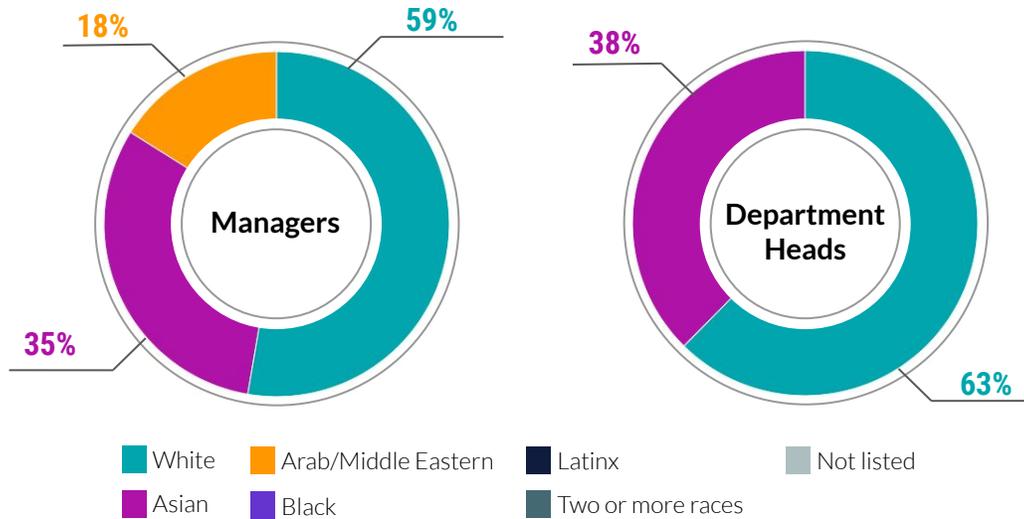
How 2021 ended:  
205 Employees



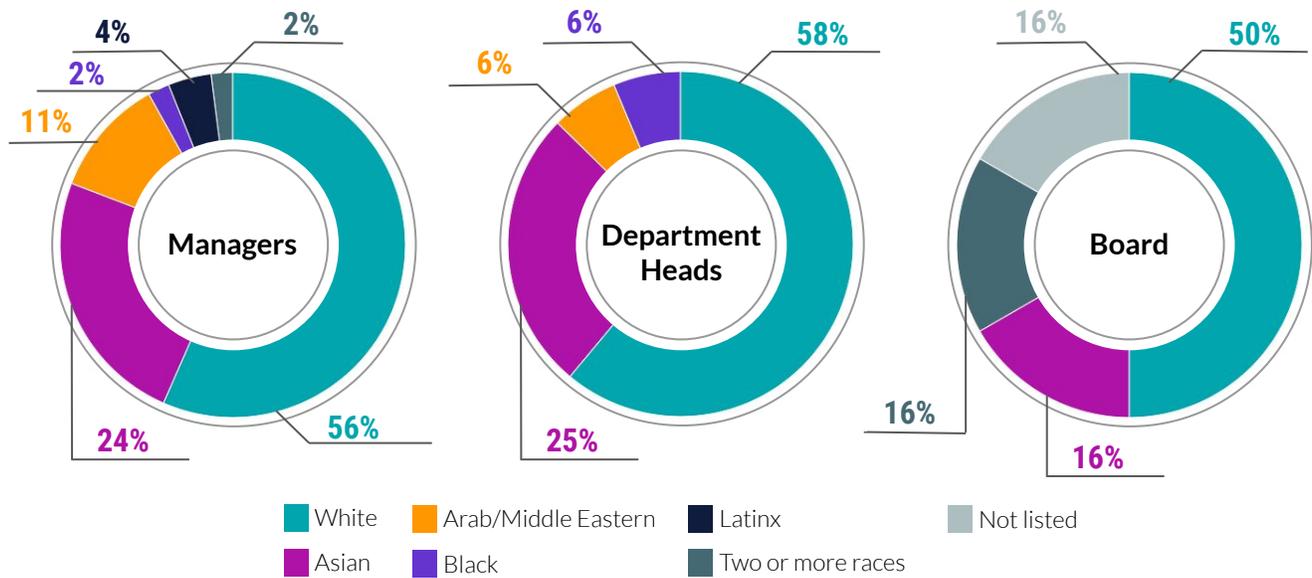


# Representation - Racialized Communities

Where we started 2021:



How 2021 ended:



**How we got here:** We set representation targets for women and people from racialized communities to help hold ourselves accountable. We added a representation survey through our candidate management system to help us better understand our pipeline and identify our biggest areas of opportunity. Finally, we supported hiring managers with best practices for hiring diverse teams. This included training for a more equitable interview process, emphasizing the importance of consistency, and highlighting areas where bias can be prevalent.



# Equity in the Center

In order to have an inclusive environment where the full range of diverse identities can be realized, we need to start with a focus on our processes and systems.

In 2021 we made some changes to our promotion process. We simplified the process to make it more objective and provided additional support to ensure team members had the information they need to be successful. Changes included:

- Setting up department heads as the final decision maker in promotions
- Adding regular office hours and training sessions to support team members and managers throughout the process to provide clarity and connection
- Reducing administrative overhead
- Eliminating promotion panels
- Making the promotion application shorter

We joined the Black Professionals in Tech [BPTN](#) network—an organization whose purpose is to bridge the network gap between Black talent and career opportunities across North America.

- We hosted a Lean-In Session with BPTN and are looking forward to a continued partnership throughout 2022
- We enrolled three of our Senior Leaders in BPTN's 2022 Networking Program



# Inclusion

Internally, we brought more attention to DEI at BenchSci:

We are actively building a DEI team that reports directly to the CEO. We have used our internal wiki/hub for communications and Guru to create a DEI Resource Hub, which is updated on a regular basis. We have created multiple ways for remote-first connection (including slack) and we have added content centered around inclusion to our weekly internal newsletter.

We increased inclusion through awareness and recognition of the range of identities in our organization. We started several initiatives that have made a big impact on the company. Some of these actions include:

- Adding pronouns in email
- Adding closed captions for internal and external events
- Making space for team members to connect directly with our DEI team through regular office hours
- Creating our Support Groups for Caregivers
- Establishing a framework for Employee Resource Groups (ERG) and officially launching BenchShe+, our very first ERG (we are looking forward to activating additional ERGs in 2022 and beyond)

Continuous, active learning and development are critical to building cultural competence. At BenchSci, we believe in the 70/20/10 learning model, where 70% of learning happens through everyday experiences, 20% through interactions with others, and 10% through self-led or instructor-led courses. While we have lots to do to embed inclusion and equity into our learning processes and everyday interactions, we have built some foundations for our team members and leaders, such as:

- Crescendo – a micro-learning platform for self-guided learning and have begun to incorporate inclusion-based learning into onboarding through recommending LinkedIn Learning courses, which every team member has access to
- An anti-bias workshop with 90% participation from managers and 50% from individual contributors
- Inclusive leadership training and experiences

We also launched a series of external events that reflect these behavioral elements centered around identities and lived experiences—[Women](#), [Asian Heritage](#), [Mental Health and Disabilities](#), [LGBTQIA+](#)—with more than 350 attendees in total. We aim to continue this series and our work focused on inclusive leadership in 2022.

[BenchSci Forward](#) extends BenchSci's positive impact beyond our technology, leveraging our business as a platform to improve health, the environment, and social justice. Through Forward, we provide financial support to high-impact organizations, raise awareness, encourage dialogue, catalyze progressive action, and create opportunities for employees to contribute directly to making positive change. Our three current focus areas are diversity in STEM, mental health at work, and climate-positive business.

We look forward to keeping our community updated with our initiatives, events, and progress throughout the year.





2021

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BenchSci

