Diversity and inclusion means trust and progress.

Our Diversity and Inclusion Report
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At Quorum, diversity and inclusion means trust and progress. Trust because people who trust one another grow with one another and progress because the work is never done.

In recognition that the work is never done, we are publishing our inaugural Diversity and Inclusion Report to provide insight on what we are already doing well and, more importantly, what we need to continue to do better to build a diverse and inclusive organization.

Over the past two years, we have made great strides in gender representation at all levels. Women now represent 43% of all team members—an increase from 35% in 2016. Moreover, women represent 49% of all non-technical roles, hold 50% of executive and leadership roles, and fill 56% of management positions company-wide. We are continuing to work towards total gender parity with a focus on women in technical positions where we have not seen the same levels of success.

We want to help team members from all backgrounds and walks of life grow their careers at Quorum. To achieve this goal, we need to do more to increase the representation and advancement of people of color and veterans. Currently, 16% of team members identify as an underrepresented minority and 0% of team members identify as protected veterans. We are committed to investing time, energy, and resources to help individuals from these communities discover and benefit from employment opportunities with Quorum.

We have proven that we can beat the odds and succeed. We have been able to build a platform used by thousands of public affairs professionals across the globe without raising a single dollar of venture capital funding. We are changing the way the advocacy process works in Washington, D.C. Importantly, we are excited about the opportunity to effect similar positive change within our own organization in the months and years to come by fostering diverse perspectives and facilitating the conditions for everyone at Quorum to thrive.

Read our complete Diversity and Inclusion Report below to learn more about our starting point and the steps we are taking this year to increase trust and progress at Quorum.

Melissa Theiss
Vice President of Operations
Women at Quorum

In the past two years, we have made significant progress in gender representation at all levels. Women now represent 43% of all team members—an increase from 35% in 2016. Moreover, women represent 49% of all non-technical roles, hold 50% of executive and leadership roles, and fill 56% of management positions company-wide.¹

To hire and support women in the workplace, we have rolled out a variety of policies that advance gender equity. For example, in 2018, we announced and implemented our “No Negotiation” policy. This policy advances pay equity by eliminating salary negotiations for roles that are currently staffed by three or more team members. Additionally, as part of our “No Negotiation” policy, we promise candidates that we will not ask them what they are currently earning and provide interviewer training to guarantee this promise is fulfilled. We are also transparent about our compensation structure whenever possible by publishing pay bands on job posts and internally so that all candidates and team members have equal access to compensation information and can make informed decisions for their financial future and security.

We are continuing to work towards total gender parity with a focus on women in technical positions where we have not seen the same levels of success. Today, women represent 24% of technical roles—an increase from 9% in 2016, but still far below our aspirations and expectations. In 2019, we are increasing our proactive outreach to undergraduate women in STEM fields, hosting a variety of onsite visits (e.g., participating in Bring a Lesbian to Work Day) to provide mentorship to women in technology, and involving our Leadership Team and Hiring Managers in implementing sustained efforts to increase our representation and inclusion of women in technical positions.

¹ Management is defined as individuals with direct reports. Leadership is defined as individuals with Director level or higher job titles, excluding members of our Executive Leadership team. Executive Leadership is defined as members of our Executive Leadership team at any title level.
Race and Ethnicity at Quorum

We want to help team members from all backgrounds and walks of life grow their careers at Quorum. To achieve this goal, we need to do more to increase the representation and advancement of people of color. Currently, 16% of team members identify as an underrepresented minority—an increase from 6% in 2016.

We have seen the most hiring success in our representation of Black or African American team members, moving from 0% to 8% workforce representation from 2016 to 2018. To benchmark, our representation of Black or African Americans is currently higher than many large technology companies that report 3–6% workforce representation. Nevertheless, we have a long way to go to bridge the gap between representation of Black or African Americans at Quorum and broader representation within the United States (15%) and our local District of Columbia community (47%).

We have made little to no substantive progress in hiring LatinX team members where our Hispanic or Latino representation has remained flat (6% in 2016 | 7% in 2018). Moreover, we have not seen individuals who identify as a member of an underrepresented minority—Black or African American, Hispanic or Latino, or Native Hawaiian or Pacific Islander—advance into Leadership (Director level or higher positions) at meaningful rates.

We are continuing to invest more time and energy to help individuals from underrepresented minorities discover, gain access to, and benefit from employment opportunities with Quorum. For example, in 2018, we announced our Change Politics Internship Program, a 12-week paid summer internship program aimed at helping students from underrepresented groups gain exposure to the technology sector. The first cohort of students will join us Summer 2019. We have rolled out structured interview kits company-wide, including technical roles, to reduce bias in the interview process. We are also investing in new professional development programs to help existing team members amplify their skills (e.g., project management training, individual monthly professional development funds allocation, etc.).
Veterans at Quorum

One of our greatest challenges has been recruiting individuals who identify as protected veterans. Currently, 0% of team members identify as protected veterans—no change from 0% in 2016. In the past six months, we have seen applications from veterans increase from 0% to 1.9%, hopefully a positive indicator.

We partner with clients and community organizations to increase awareness of Quorum as an employer and provide tech mentorship to military veterans and families. We also regularly conduct outreach to veteran training programs (e.g., Vetforce) and post job opportunities on state and local job boards.
Disability at Quorum

14% of Quorum team members identify as individuals living with disabilities. This is below the national average of 19% and represents no change from Quorum’s 2017 representation of individuals with disabilities (14%).

In recent months, we have undertaken several initiatives to make our workplace more accessible. We have established event accessibility guidelines to ensure that all of our panels, fireside chats, and summits are wheelchair accessible and provide attendees with options to request accommodations (e.g., closed captioning). We are also investing in increasing the digital accessibility of Quorum, the software platform, used by clients and team members alike.

Other Workforce Demographic Information

As a relatively small organization—74 team members and counting!—we have tried to strike a balance between public transparency and protecting the anonymity of team member information. In the future, at a larger scale, we are also looking forward to being able to report on workforce demographics, such as LGBTQ status, parental status, non-binary gender options, and more.

Intersectionality and Inclusion at Quorum

Diversity and inclusion are fundamental to the long-term success of our company and our culture. As we work to build a diverse and inclusive community, we aim to design solutions that recognize and address intersectionality—or the interconnected nature of identity categories such as gender, race, ethnicity, age, class, and sexual orientation that are impacted by different forms of systemic discrimination and/or disadvantage. As Ellen Pao, CEO of Project Include, notes, “true inclusion addresses racism, gender identification, ageism, and many more categories and combinations of marginalization.” Our most impactful efforts to foster inclusion and belonging have and will come from building systems that acknowledge and celebrate the interconnected nature of identity.

For example, when Quorum decided to rollout a paid parental leave policy, we worked to design a policy that was inclusive and provides equal treatment for all of the various ways that individuals can establish and grow a family. Therefore, our parental leave policy covers maternity, paternity, adoption, and fostering. We provide 12-weeks of paid parental leave and up to an additional 8-weeks of unpaid parental leave associated with “the birth of a team member’s own child or the placement of a child with the team member in connection with adoption or foster care.” The policy applies to all team members with the same terms and conditions regardless of their gender, race, marital status, sexual orientation, or any combination of these identity categories.
The Path for Progress

Quorum’s Diversity and Inclusion Report is intended to provide an illustration of our starting point. Since diversity and inclusion at Quorum means trust and progress, we regularly chart a path for progress. We outline and pursue specific actions to bring us closer to realizing our aspiration of being a world-leader in fostering diverse perspectives and supporting conditions for everyone to thrive. Over the next twelve months, our path for progress includes, but is not limited to:

- Hiring Quorum’s first full-time recruiter to increase outreach to underrepresented candidates (e.g., veterans) and provide diversity-driven educational resources to hiring managers
- Coordinating partnerships with technology companies across Washington, D.C. to join forces and share best practices on implementing municipal and corporate policies that support individuals from all backgrounds and walks of life
- Implementing systematic changes to our work environment and employee protections, such as advocating for gender neutral bathrooms in our building and expanding our leave of absence offerings (e.g., military leave)
- Elevating team member’s voices through visual storytelling (e.g., monthly newsletters, Instagram stories, etc.) that allows individuals to share their experience in the workplace
- Organizing events that inspire hard conversations and provide education on how individuals can modify their behavior to be more inclusive

Thank you for taking the time to read our complete Diversity and Inclusion Report. If you have questions on practices that Quorum has implemented or suggestions to improve our Path for Progress, please reach out at path4progress@quorum.us.

We are always seeking help and hoping to help others on the shared journey to build diverse and inclusive work environments across the United States and around the globe.