Below is a list of companies which are pro-diversity and inclusion. Feel free to add onto this list:

**Stripe**

<https://stripe.com/en-ca/jobs/life-at-stripe>

* Stripe has in-house communities/groups depending on which one you identify with (ex: LGBTQ+, Desi, The Black Stripes and so many more).

**Duolingo**

<https://university.duolingo.com/diversity>

* Duolingo strives to hire people with varying backgrounds in order to make their workplace more diverse, bringing in different perspectives from a wide variety of groups (women, people of color). See example here: <https://blog.duolingo.com/diversity-at-duolingo-why-its-important-to-us-and-the-progress-weve-made/>

**Accenture**

* Diverse board of directors in terms of its geographic and gender representation. Including the company’s leading director who is female, this committee is 42% female and consists of individuals from six countries across four continents.
* As of 2019:
  + 43.0% of total employees are women
  + 31.5% of executives are women
  + 52.0% of total employees identify as visible minorities
* Has set a goal of achieving a gender-balanced workforce by 2025. The company’s global Pride Ally program has more than 110,000 members, and its global Disability Champions network has 22,000 members.
* Plans to report its progress on various diversity areas on an annual basis. Comparison of figures over past years have shown a gradual increase in employees who identify as female, LGBTQ+, Indigenous, or disabled.

<https://www.accenture.com/ca-en/about/inclusion-diversity/canada-workforce>

<https://www.benefitscanada.com/news/accenture-canada-shares-employee-diversity-statistics-79534>

**Abartys Health**

* Co-founded by two Puerto Rican women, Lauren Cascio and Dolmarie Mendez, who were both single mothers when they started the business. Their experiences have encouraged them to strive for gender diversity in the company and flexible working hours for parents—especially mothers.
* Common for employees to work remotely, schedule calls and meetings while on vacation, and bring their kids into the office. Large emphasis on well-being of the company and their families.

<https://startupbeat.com/10-tech-companies-championing-diversity-equity-and-inclusion-in-the-workplace/34325/>

<https://thebogotapost.com/the-bogota-post-presents-its-2020-best-places-to-work-in-latin-america/47140/>

**Smartbear Software**

* Encourages female employees to take part in the Women in Technology group — an organization which aims to create a safe and empowering environment for women at the company.
* Celebrates Black History Month with panel discussions which include people of colour who work in the tech industry. The company aims to educate their employees by having minorities speak about any microaggressions or challenges they have faced.

<https://startupbeat.com/10-tech-companies-championing-diversity-equity-and-inclusion-in-the-workplace/34325/>

<https://smartbear.com/news/news-releases/smartbear-and-drift-present-candid-panel-discussio/>

**Square**

* They have a diversity and inclusion blog (showcasing specific inclusion and diversity work that they’ve tried as well as what works and what didn't work). Link to the blog here: <https://squareup.com/us/en/l/diversity>
* They also have a blog called “Beyond the Numbers”, where Square shows a demographic breakdown of the company, from the Entry Level employees to their Leadership: <https://squareup.com/us/en/l/diversity/beyond-the-numbers>