

Skillcrush Diversity & Inclusion Survey Results 2020

Quick Links

- [Survey draft](#)
- [Live survey](#)

Demographics

Skillcrush has 26 team members and this number is inclusive of full-time and part-time employees, as well as permanent independent contractors.

One employee was on parental leave at the time of this survey and thus is not included in the results. All 25 other employees completed the survey.

What race/ethnicity do you identify as?

- 21 White (84%)
- 3 African-American or Black (8%)
- 1 White & Latinx (4%)

What is your gender?

- 21 Female (84%)
- 4 Male (16%)

Do you identify as transgender?

- 25 Cisgender (100%)

What is your sexual orientation?

- 2 Bisexual (8%)
- 3 Gay or Lesbian (12%)
- 20 Straight/Heterosexual (80%)

What is your caretaker status?

- 14 Team members who are not caretakers (60%)
- 10 Team members who are caretakers (40%)

What country/countries do you have citizenship from?

6 Nationalities

Including USA (22), Canada (1), Finland (1), Germany (1), Iceland (1), Romania (1)

What is/are your native language(s)?

English (23), German (1), French (1), Icelandic (1), Romanian (1)

Three of our team members have two native languages!

What other language(s) are you fluent in?

English (25), ASL, Finnish, French, German, Icelandic, Romanian, Spanish (1) —

That's 8 languages used at Skillcrush!

What is your age?

The majority of our team members are between the ages of 30-35, but we've made some progress in hiring older staff.

- 16 team members ages 30-35 (64%)
- 4 team members ages 36-41 (16%)
- 2 team members ages 48-53 (8%)
- 1 team member age 54-59 (4%)
- 1 team member age 42-47 (4%)
- 1 team member age 24-29 (4%)

What is the highest formal degree you have?

Every team member has completed some form of continued education.

- 15 team members with a bachelor's degree (60%)
- 8 team members with a master's degree (32%)
- 1 team member with a professional degree (4%)
- 1 team member with an associate degree (4%)

Do you identify as disabled?

- 22 team members without a disability (80%)

- 3 team members with invisible disabilities (12%)
- 0 team members with visible disabilities (0%)

How long have you worked at Skillcrush?

The majority of our team (76%) has worked at Skillcrush for more than 2 years.

- 1 team member with <3 months of tenure (4%)
- 1 team member with 3-6 months of tenure (4%)
- 3 team members with 6-12 months of tenure (12%)
- 1 team member with 1-2 years of tenure (4%)
- 6 team member with 2-4 years (24%)
- 8 team member with 4-6 years (32%)
- 5 team member with 6+ years (20%)

Inclusion & Belonging

I feel like I belong at Skillcrush.

- 16 Strongly Agree (64%)
- 9 Agree (36%)

I can bring my whole, authentic self to work everyday without worrying about repercussions.

- 11 Strongly Agree (44%)
- 13 Agree (52%)
- 1 Disagree (4%)

I believe people of all identities can be successful at this company.

- 13 Strongly Agree (54%)
- 10 Agree (42%)
- 1 Disagree (4%)
- 1 Didn't answer (4%)

I feel respected by the people I work with.

- 15 Strongly Agree (60%)
- 10 Agree (40%)

I feel supported by the people I work with.

- 17 Strongly Agree (68%)
- 8 Agree (32%)

I feel comfortable speaking up to voice my opinions or concerns.

- 8 Always (32%)
- 12 Most of the time (48%)
- 5 Sometimes (20%)

I have experienced harassment or bullying based on my identity (e.g. gender, race/ethnicity, sexual orientation, etc.) at Skillcrush.

- 3 Disagree (12%)
- 22 Strongly Disagree (88%)

I have experienced microaggressions based on my identity (e.g. gender, race/ethnicity, sexual orientation, etc.) at Skillcrush.

- 1 Strongly Agree (4%)
- 2 Agree (8%)
- 3 Disagree (12%)
- 19 Strongly Disagree (76%)

I feel like I can go to the Management team with complaints about harassment, bullying, microaggressions, etc.

- 21 Strongly Agree (84%)
- 3 Agree (12%)
- 1 Disagree (4%)

I feel like I can go to HR/Operations with complaints about harassment, bullying, microaggressions, etc.

- 20 Strongly Agree (80%)
- 4 Agree (16%)
- 1 Disagree (4%)

I trust that when I request special accommodation(s) my needs will be met without resistance or shaming.

- 16 Strongly Agree (64%)
- 9 Agree (36%)

Team building and extracurricular activities take into account considerations of everyone's needs.

- 5 Strongly Agree (21%)
- 16 Agree (67%)
- 3 Disagree (13%)
- 1 Skipped (4%)

My company provides a safe space and time to discuss diversity and inclusion topics.

- 10 Strongly Agree (40%)
- 13 Agree (52%)
- 2 Disagree (8%)

I often feel like I have to hold my tongue or pick my battles when it comes to diversity and inclusion discussions.

- 3 Agree (12%)
- 8 Disagree (32%)
- 14 Strongly Disagree (56%)

I believe opportunities and recognition are distributed fairly to people of all identities.

- 12 Strongly Agree (50%)
- 10 Agree (42%)
- 2 Disagree (8%)
- 1 Skipped (4%)

I believe my job performance is evaluated fairly.

- 12 Strongly Agree (50%)
- 10 Agree (42%)
- 2 Disagree (8%)

What's great about Skillcrush in terms of inclusion & belonging?

Response rate: 17/25

In general, lots of comments about our efforts to talk about important issues, take them seriously, and “walk the walk” in terms of donating, taking action to improve, etc.

What's not so great about Skillcrush in terms of inclusion & belonging?

Response rate: 16/25

There were, of course, many comments about a desire to hire more diverse team members at Skillcrush. There were also requests for more diversity & inclusion training among the staff.

Diversifying our team, especially our Management team, is a high priority at Skillcrush.

As a small organization that only plans to hire 1-2 full-time team members this year, that goal will take time. In the meantime, we want to look for other ways we can add diverse voices to our team without hiring non-essential workers that might be at risk of layoff in the future. (For example, it's possible for us to more quickly hire freelance writers or subject matter experts as paid contractors.)

Do you have any ideas you wish to share on this topic?

Response rate: 12/25

Most responses support the idea of not filling the positions we do hire until we find qualified candidates of color, and that adding a BIPOC to the management team should be a priority.

Do you have any other ideas for ways Skillcrush can be actively anti-racist?

Response rate: 14/25

Lots of good ideas here! The most common theme was around a desire to create more education opportunities for staff around anti-racism.

EMPLOYEE SATISFACTION

How happy are you working at Skillcrush?
(1 = very unhappy, 10 = very happy)

Response rate: 23/25

92% rated a 9, 8% skipped this question.

How likely is it that you would recommend working at Skillcrush to a friend or colleague?
(1 = not likely, 10 = shout from the mountain tops)

Response rate: 23/25

92% rated a 9, 8% skipped this question.

This question is a standard one that works similar to NPS and is used across industries to benchmark employee engagement. It's calculated by subtracting "detractors" from "promoters" but, since all of our scores are 9s, there's no calculation to do.

This means our NPS for employees is 92%.

This is an absurdly high score, as most companies score between 10-30%. Companies that score above 50% are considered to have *very* happy employees.

We'll probably continue to track this to make sure it doesn't change but won't put much emphasis on it because the score is so high that it doesn't tell us much.

Is there anything else you'd like to tell us in addition to your answers above? We'd love to hear anything you'd like to share!

Lots of positive comments here! People appreciate our values, positive culture, and our willingness to take action on DEI like this survey.